

DOD CIVILIAN DEMOGRAPHICS

AS OF FEB 28, 2009

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DOD CIVILIAN OVERVIEW

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NON APPROPRIATED FUND

LOCAL NATIONALS

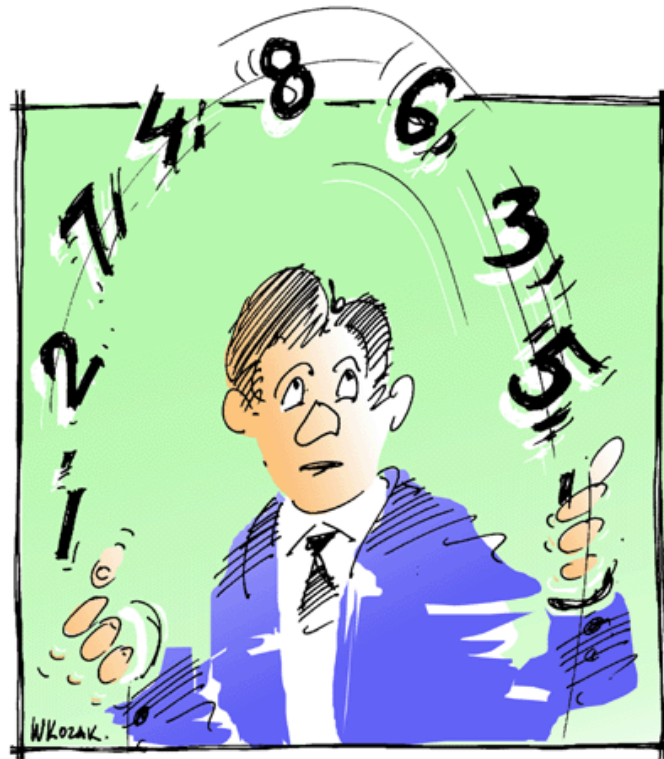


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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

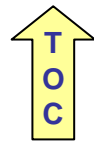
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Local Nationals

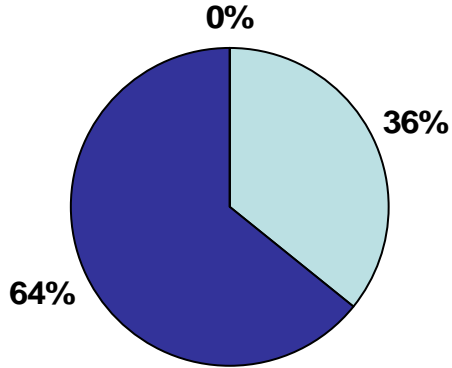
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APPROPRIATED FUND

DoD Civilian Overview (Appropriated Fund)

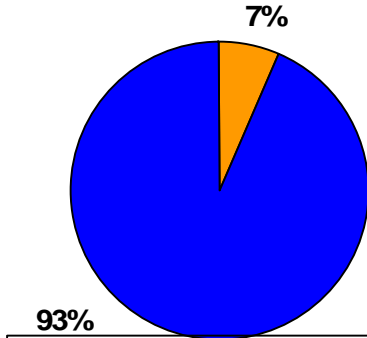


Gender



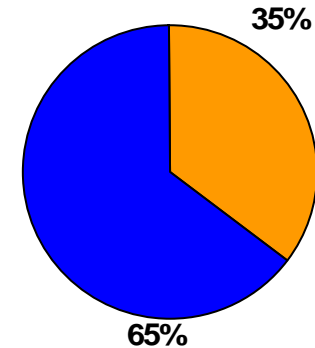
Female Male Not Specified

Disability



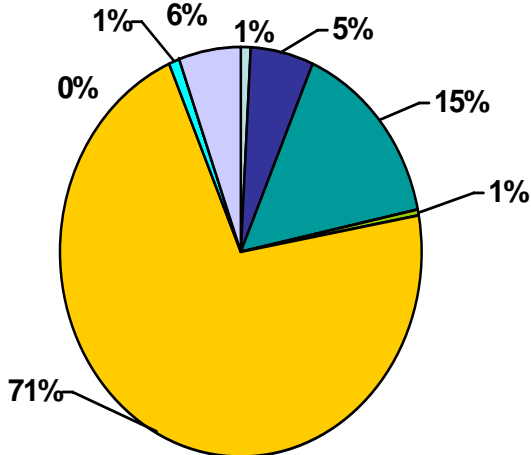
Disability No Disability

Education



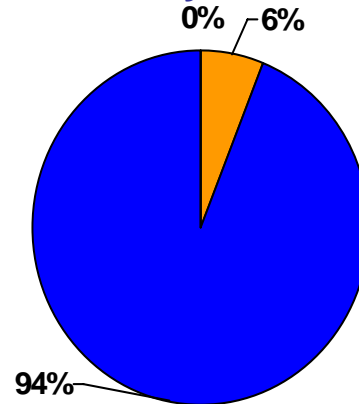
College or Higher No College Degree

Race Designation



American Indian or Alaska Native
 Asian
 Black or African American
 Native Hawaiian or Other Pacific Islander
 White
 Multiracial
 Identity Pending
 Race Unspecified

Ethnicity

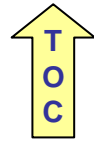


Hispanic Non Hispanic Ethnicity Unspecified

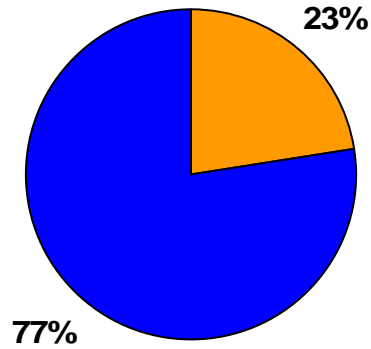
Blue/White Collar

Bargaining/Non Bargaining Unit

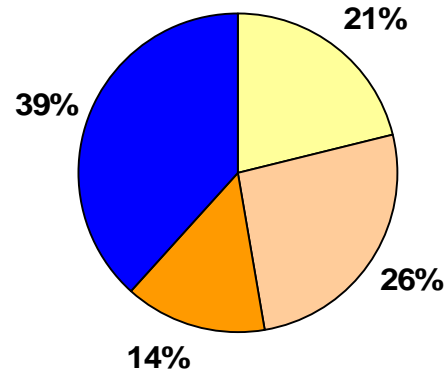
DoD Senior Leader* Overview (Appropriated Fund)



Gender

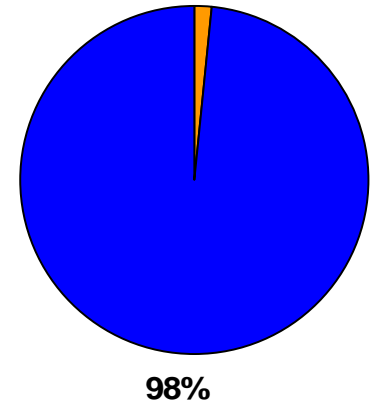


Components



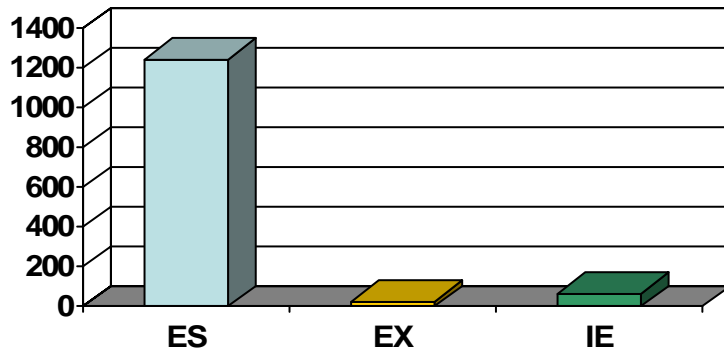
Army Navy Air Force DoD Agencies

Ethnicity



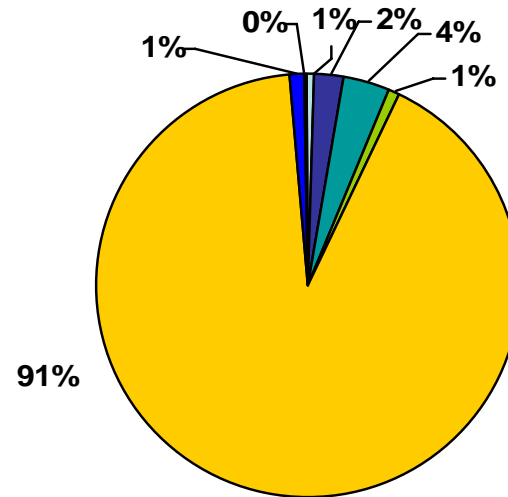
Hispanic Not Hispanic

ES,EX,IE Pay Plans



ES EX IE

Race Designation

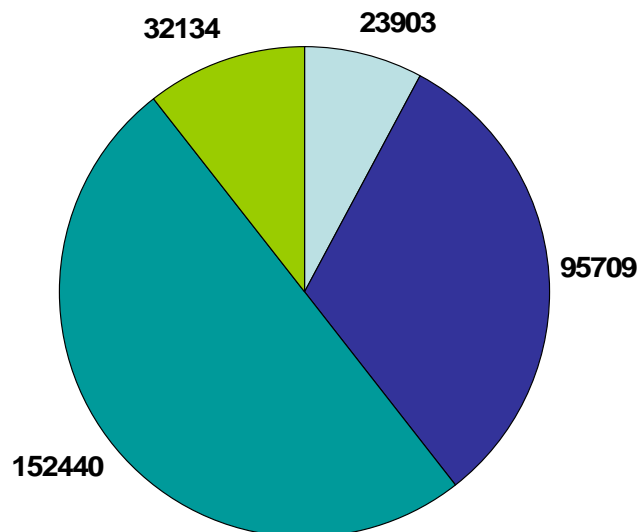


American Indian or Alaska Native Asian
Black or African American Multiracial
White Race Unspecified

Senior Leader Details

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1,334)

General Schedule (Appropriated Fund)



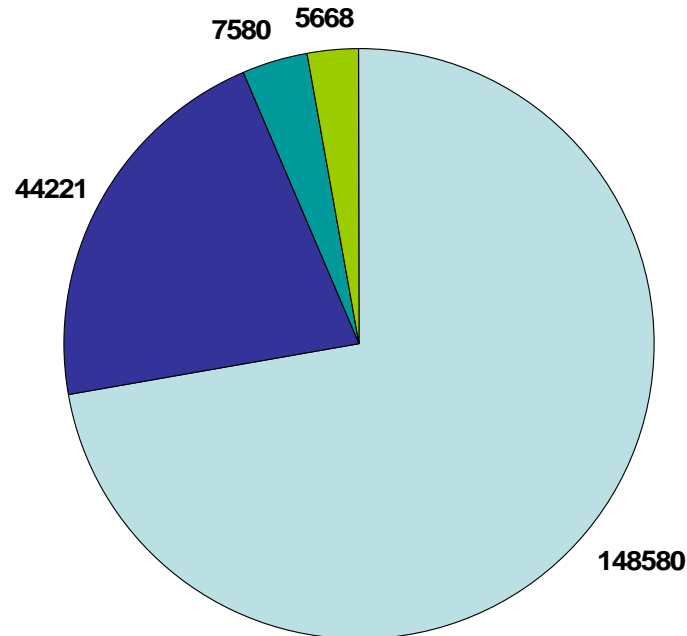
☐ GS 1-4
 ☐ GS 5-8
 ☐ GS 9-12
 ☐ GS 13-15

GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	23903	7.86%	3.35%
GS 5-8	95709	31.46%	13.41%
GS 9-12	152440	50.11%	21.36%
GS 13-15	32134	10.56%	4.50%
Total	304186	100.00%	42.63%

Total Appropriated Fund Population 713,544

*Includes GS, GM, GG and GL Pay Plans

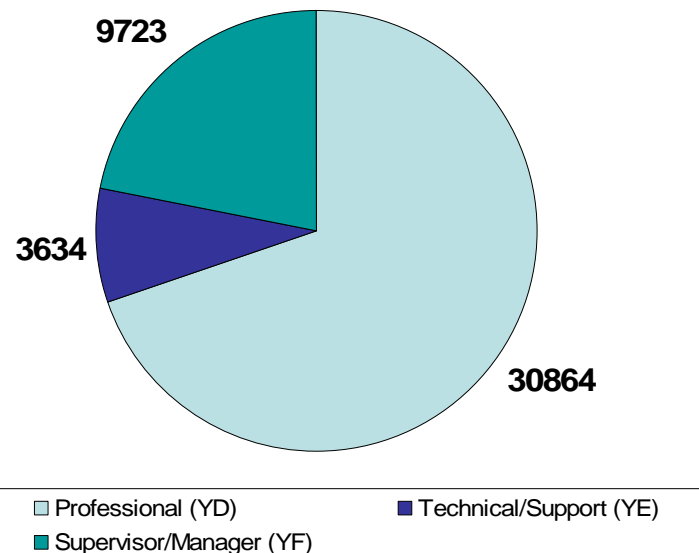
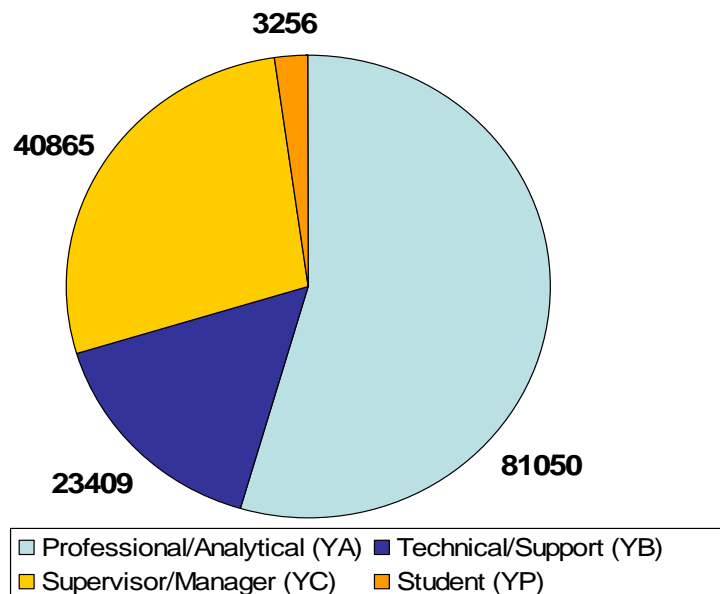
National Security Personnel System (Appropriated Fund)



- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	148580	72.11%	20.82%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	44221	21.46%	6.20%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	7580	3.68%	1.06%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	5668	2.75%	0.79%
Total	206049	100.00%	28.88%

National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	81050	54.55%	11.36%
Technical/Support (YB)	23409	15.76%	3.28%
Supervisor/Manager (YC)	40865	27.50%	5.73%
Student (YP)	3256	2.19%	0.46%
Total	148580	100.00%	*20.82%

Total Appropriated Fund Population 713,544

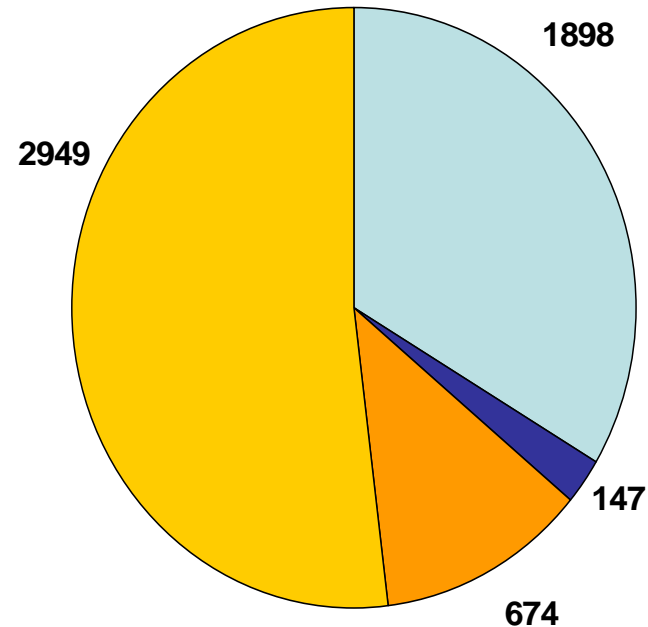
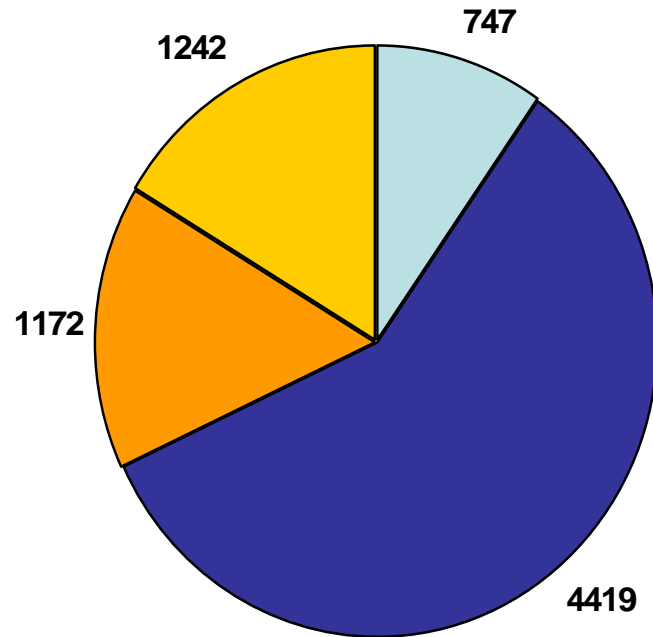
** Percentage shown in this report may not add to totals due to rounding

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	30864	69.79%	4.33%
Technical/Support (YE)	3634	8.22%	0.51%
Supervisor/Manager (YF)	9723	21.99%	1.36%
Total	44221	100.00%	*6.20%

Total Appropriated Fund Population 713,544

** Percentage shown in this report may not add to totals due to rounding

National Security Personnel System (Appropriated Fund)



Physician/Dentist (YG)	Professional (YH)
Technician/Support (YI)	Supervisor/Manager (YJ)

Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	747	9.85%	0.10%
Professional (YH)	4419	58.30%	0.62%
Technician/Support (YI)	1172	15.46%	0.16%
Supervisor/Manager (YJ)	1242	16.39%	0.17%
Total	7580	100.00%	*1.06%

Total Appropriated Fund Population 713,544

** Percentage shown in this report may not add to totals due to rounding

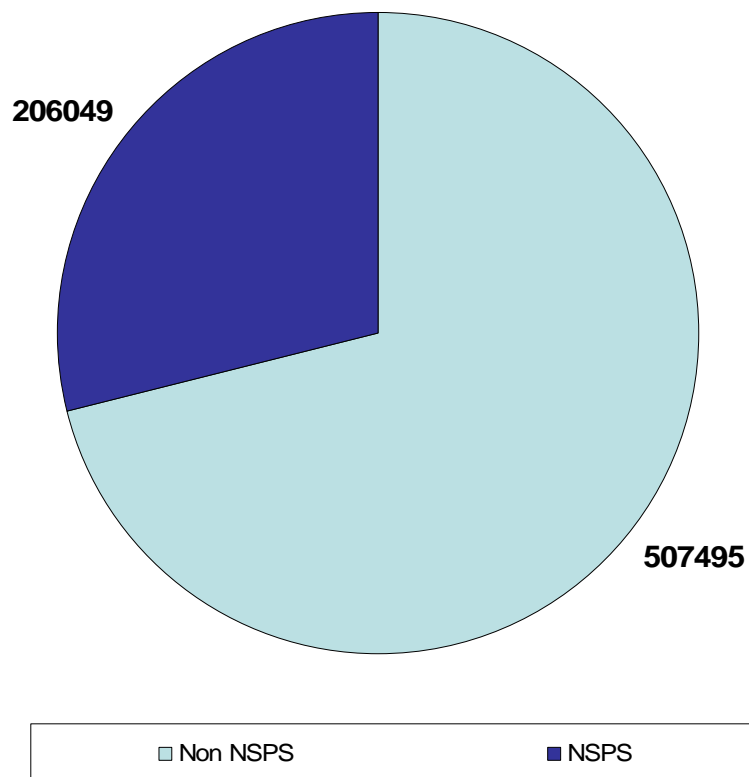
Investigative (YK)	Fire Protection (YL)
Police/Security Guard (YM)	Supervisor/Manager (YN)

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	1898	33.49%	0.27%
Fire Protection (YL)	147	2.59%	0.02%
Police/Security Guard (YM)	674	11.89%	0.09%
Supervisor/Manager (YN)	2949	52.03%	0.41%
Total	5668	100.00%	*0.79%

Total Appropriated Fund Population 713,544

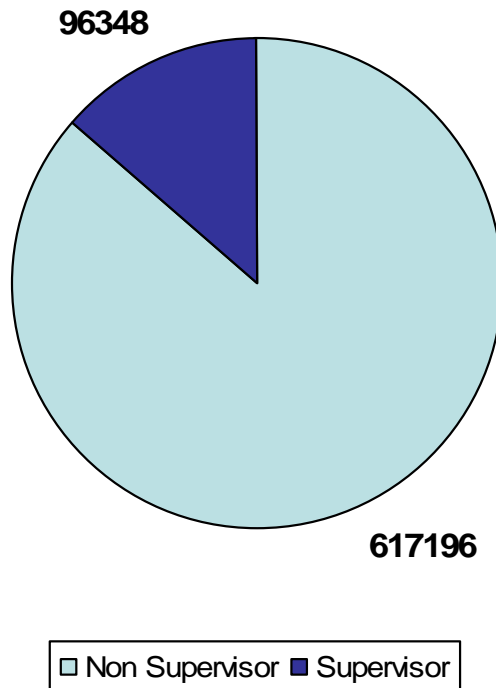
** Percentage shown in this report may not add to totals due to rounding

Non NSPS vs NSPS (Appropriated Fund)



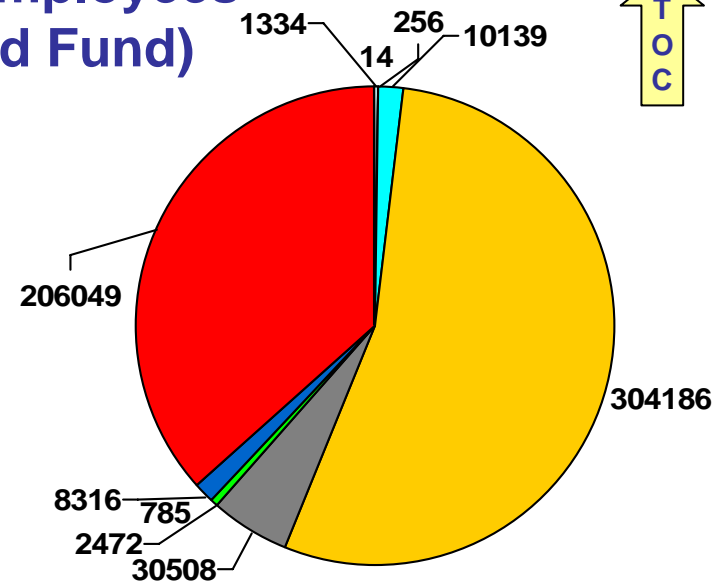
Non NSPS Vs NSPS Population		% Compared To Total Appropriated Fund Population
	Total	
Non NSPS	507495	71.12%
NSPS	206049	28.88%
Total Appropriated Fund Population	713544	100.00%

White Collar Employees (Appropriated Fund)



Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	617196	86.50%	86.50%
Supervisor	96348	13.50%	13.50%
Total	713544	100.00%	100.00%

Total Appropriated Fund Population 713,544



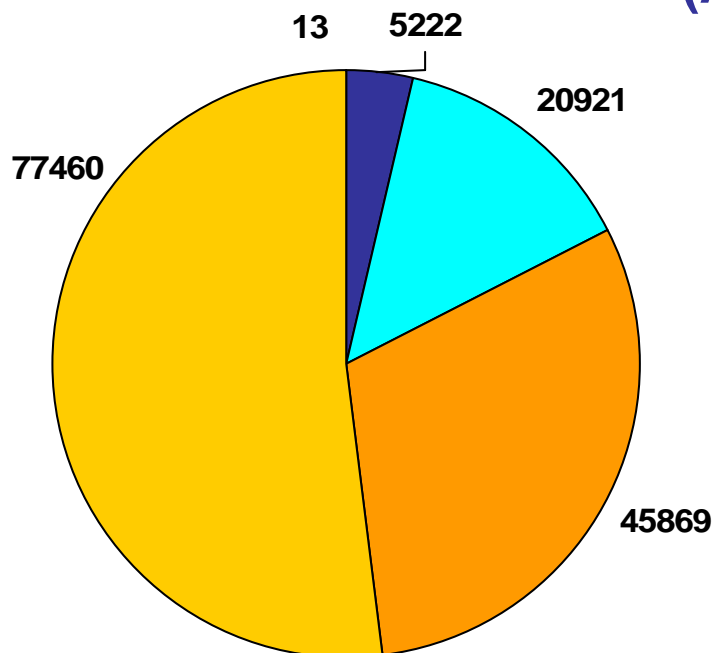
- Executive (ES,EX,IE)
- IP, SL, ST
- Administratively Determined
- GS and Equivalent
- Lab/Demos
- IA
- Teachers (TP)
- CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)
- NSPS
- Unknown

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1334	0.24%	0.19%
IP, SL, ST	256	0.05%	0.04%
Administratively Determined	10139	1.80%	1.42%
GS and Equivalent	304186	53.93%	42.63%
Lab/Demos	30508	5.41%	4.28%
IA	2472	0.44%	0.35%
Teachers (TP)	8316	1.47%	1.17%
CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)	785	0.14%	0.11%
NSPS	206049	36.53%	28.88%
Nonapplicable (ZZ Pay Plan)	14	0.00%	0.00%
Total	564059	100.00%	79.05%

Total Appropriated Fund Population 713,544

DCPDS data as of Feb 28, 2009

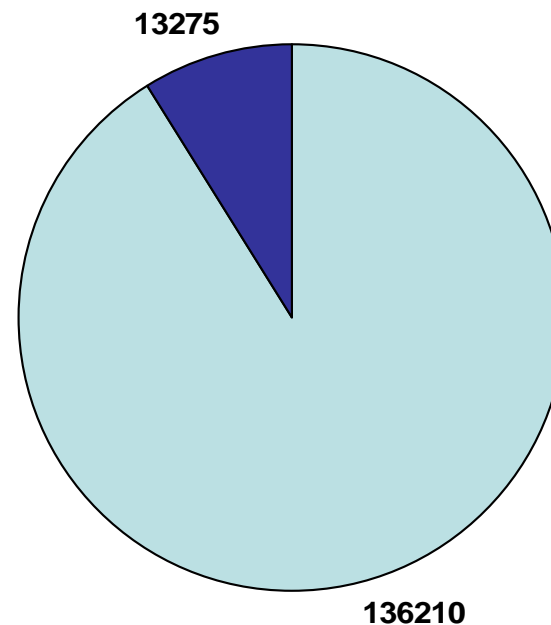
Blue Collar Workforce (Appropriated Fund)



□ Administratively Determined
 □ WG/WL/WS 0-5 and Equivalent
 □ WG/WL/WS 10+ and Equivalent
 ■ Maritime Pay Schedules (WM)
 ■ WG/WL/WS 6-9 and Equivalent

Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	13	0.01%	0.00%
Maritime Pay Schedules (WM)	5222	3.49%	0.73%
WG/WL/WS 0-5 and Equivalent	20921	14.00%	2.93%
WG/WL/WS 6-9 and Equivalent	45869	30.68%	6.43%
WG/WL/WS 10+ and Equivalent	77460	51.82%	10.86%
Total	149485	100.00%	20.95%

Total Appropriated Fund Population 713,544

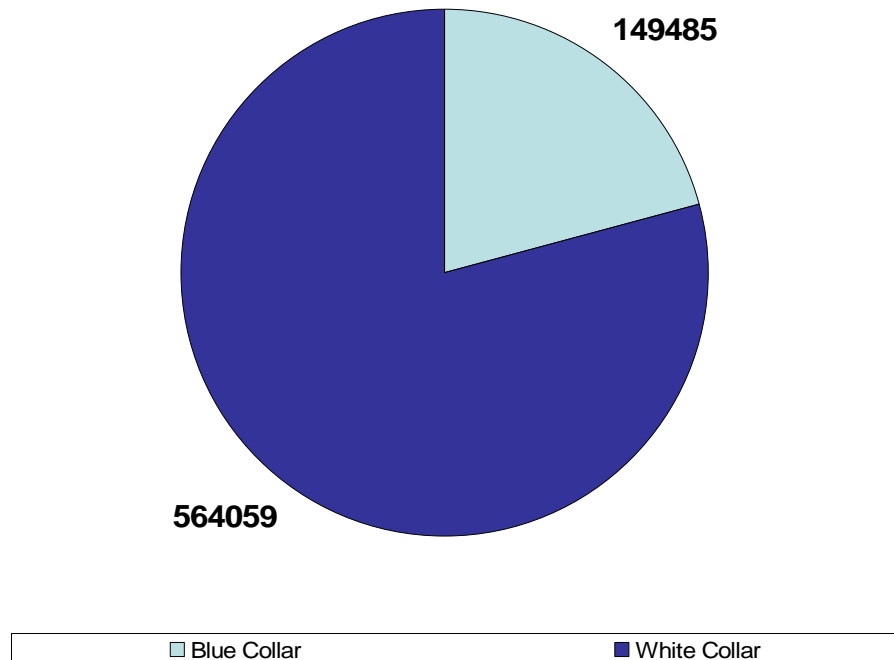


□ Non Supervisor
 ■ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	136210	91.12%	19.09%
Supervisor	13275	8.88%	1.86%
Total	149485	100.00%	20.95%

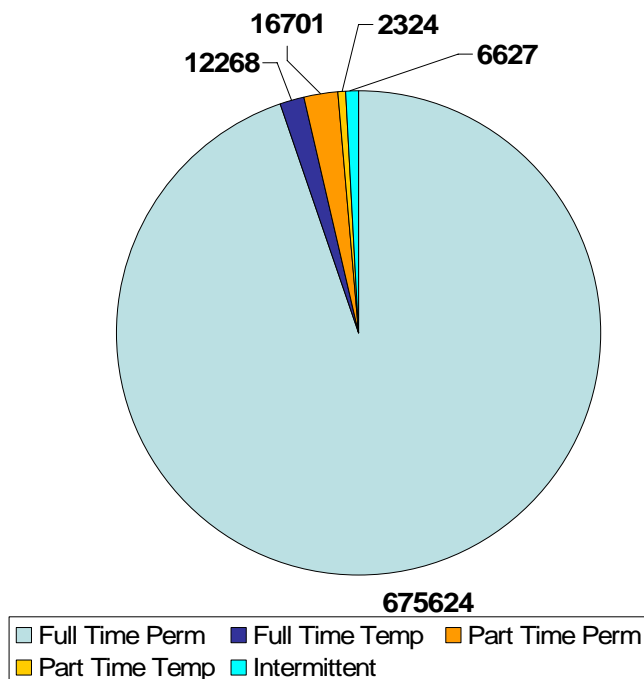
Total Appropriated Fund Population 713,544

Blue Collar vs White Collar (Appropriated Fund)



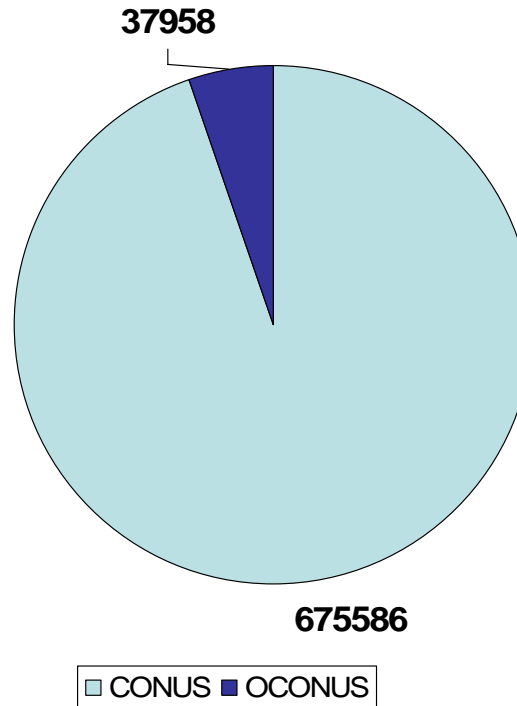
Blue and White Collar		% Compared To Total Appropriated Fund Population
	Total	
Blue Collar	149485	20.9%
White Collar	564059	79.1%
Total	713544	100.0%

Work Schedule (Appropriated Fund)



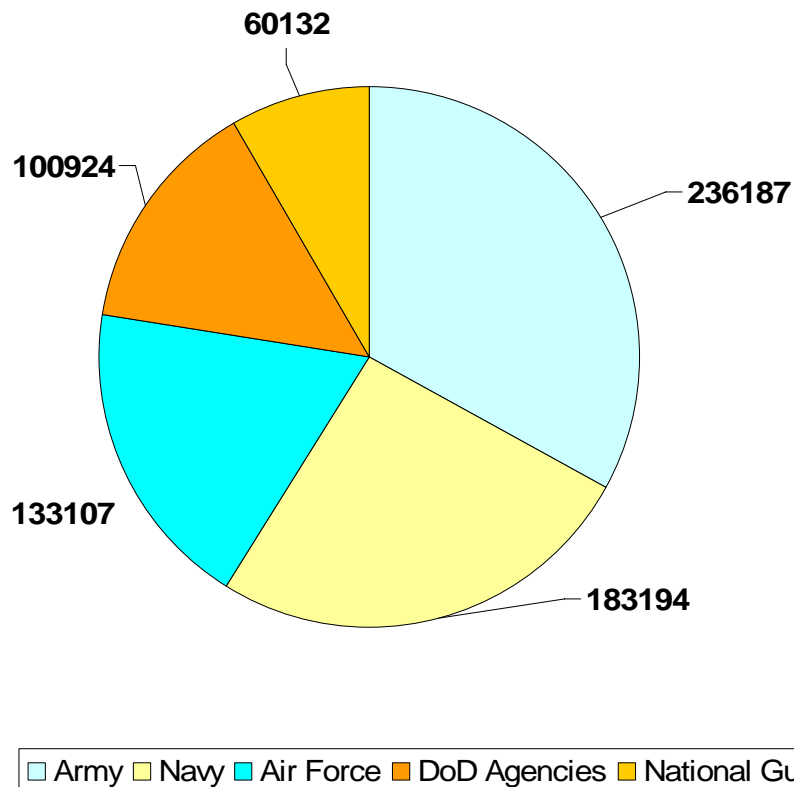
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	675624	94.69%
Full Time Temp	12268	1.72%
Part Time Perm	16701	2.34%
Part Time Temp	2324	0.33%
Intermittent	6627	0.93%
Total	713544	100%

CONUS vs OCONUS (Appropriated Fund)



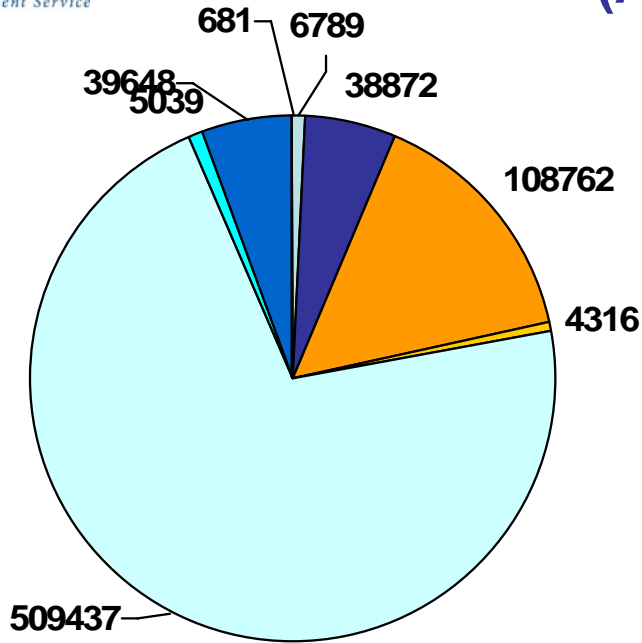
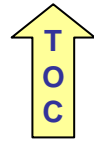
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	675586	94.7%
OCONUS	37958	5.3%
Total	713544	100.0%

Employees by Component (Appropriated Fund)

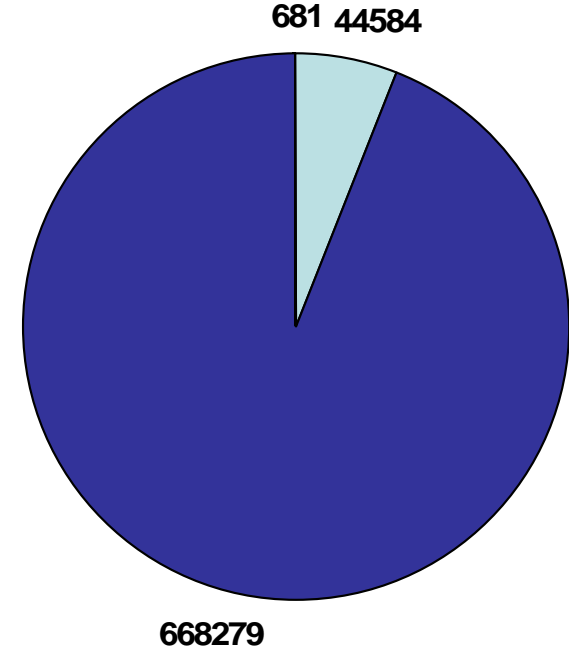


Employees by Component		% Compared To Total Appropriated Fund Population
	Total	
Army	236187	33.1%
Navy	183194	25.7%
Air Force	133107	18.7%
DoD Agencies	100924	14.1%
National Guard	60132	8.4%
Total	713544	100.0%

General Workforce Demographics (Appropriated Fund)



■ American Indian or Alaska Native ■ Asian
■ Black or African American ■ Native Hawaiian or Other Pacific Islander
■ White ■ Mutiracial
■ *Race Unspecified ■ Identity Pending



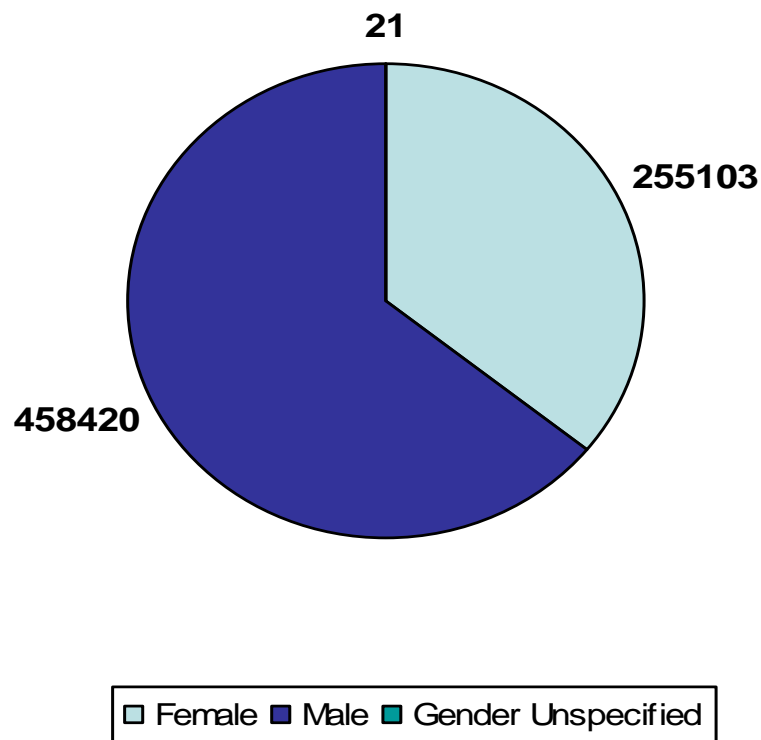
■ Hispanic ■ Not Hispanic ■ Identity Pending

Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6789	1.0%
Asian	38872	5.4%
Black or African American	108762	15.2%
Native Hawaiian or Other Pacific Islander	4316	0.6%
White	509437	71.4%
Mutiracial	5039	0.7%
*Race Unspecified	39648	5.6%
Identity Pending	681	0.1%
Total	713544	100.0%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	44584	6.2%
Not Hispanic	668279	93.7%
Identity Pending	681	0.1%
Total	713544	100.0%

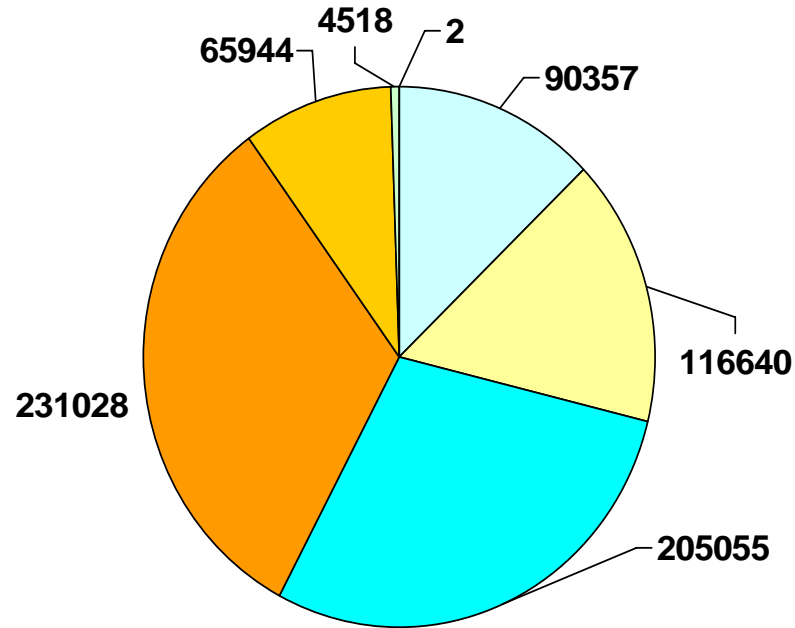
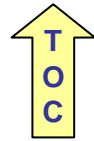
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Appropriated Fund Population
Female	255103	35.8%
Male	458420	64.2%
Gender Unspecified	21	0.0%
Total	713544	100.0%

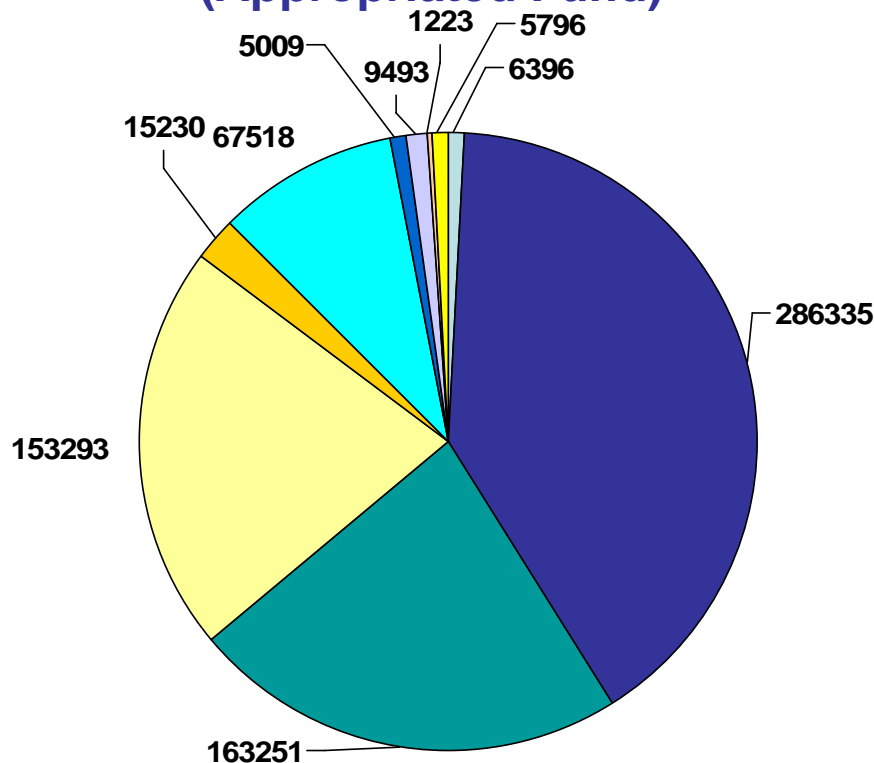
General Workforce Demographics (Appropriated Fund)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 or greater
 ■ Unspecified

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	90357	12.7%
31 to 40	116640	16.3%
41 to 49	205055	28.7%
50 to 59	231028	32.4%
60 to 69	65944	9.2%
70 or greater	4518	0.6%
Age Unspecified	2	0.0%
Total	713544	100.0%

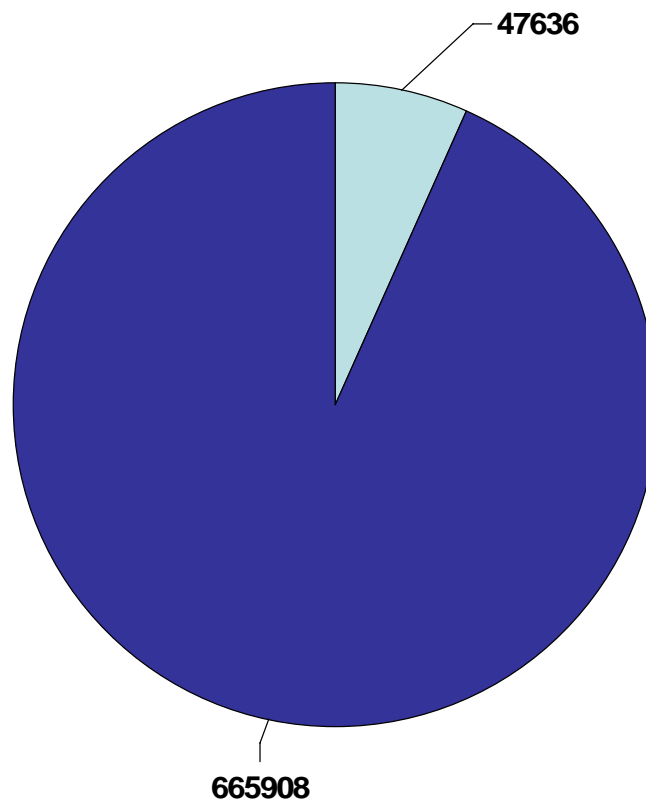
Education Levels (Appropriated Fund)



Non High School Graduate	High School Graduate	College or Occupational Program	Bachelor's Degree
Post Bachelor	Master's Degree	Post Master	Doctorate
Post Doctorate	Education Level Not Reported		

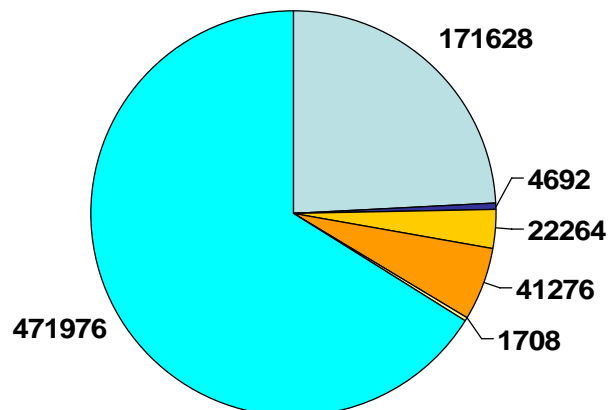
Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6396	0.9%
High School Graduate	286335	40.1%
College or Occupational Program	163251	22.9%
Bachelor's Degree	153293	21.5%
Post Bachelor	15230	2.1%
Master's Degree	67518	9.5%
Post Master	5009	0.7%
Doctorate	9493	1.3%
Post Doctorate	1223	0.2%
Education Level Not Reported	5796	0.8%
Total	713544	100.0%

Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	47636	6.7%
No Disability Reported	665908	93.3%
Total	713544	100.0%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

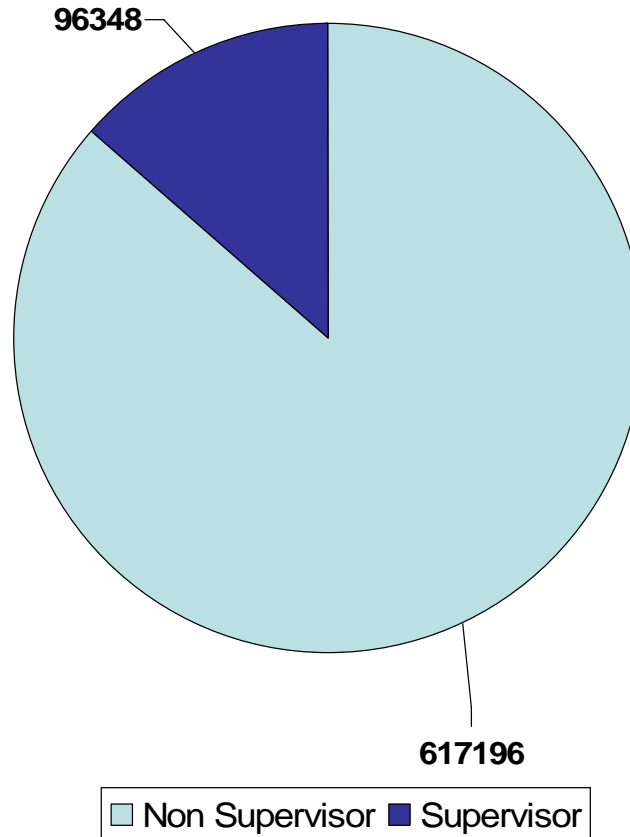
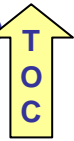
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or
(2) The widow/widower and mother of a deceased wartime veteran

5-Point	10-Pt Disability	10-Pt Compensable
10-Pt Compensable 30%	10-Pt Other	Total Pop w/o Vet Pref

Veterans' Preference by Component as of Feb 28, 2009																
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Army	61763	26.15%	1849	0.78%	9133	3.87%	18560	7.86%	686	0.29%	91991	38.95%	144196	61.05%	236,187	33.10%
Navy	48274	26.35%	1226	0.67%	4968	2.71%	8856	4.83%	347	0.19%	63671	34.76%	119523	65.24%	183,194	25.67%
Air Force	43742	32.86%	994	0.75%	5881	4.42%	9525	7.16%	319	0.24%	60461	45.42%	72646	54.58%	133,107	18.65%
DoD Agencies	17821	17.66%	621	0.62%	2281	2.26%	4333	4.29%	356	0.35%	25412	25.18%	75512	74.82%	100,924	14.14%
Natl Guard	28	0.05%	2 *		1 *		2 *		0 *		33	0.05%	60099	99.95%	60,132	8.43%
Grand Total	171628	24.05%	4692	0.66%	22264	3.12%	41276	5.78%	1708	0.24%	241568	33.85%	471976	66.15%	713544	100%

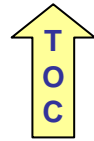
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

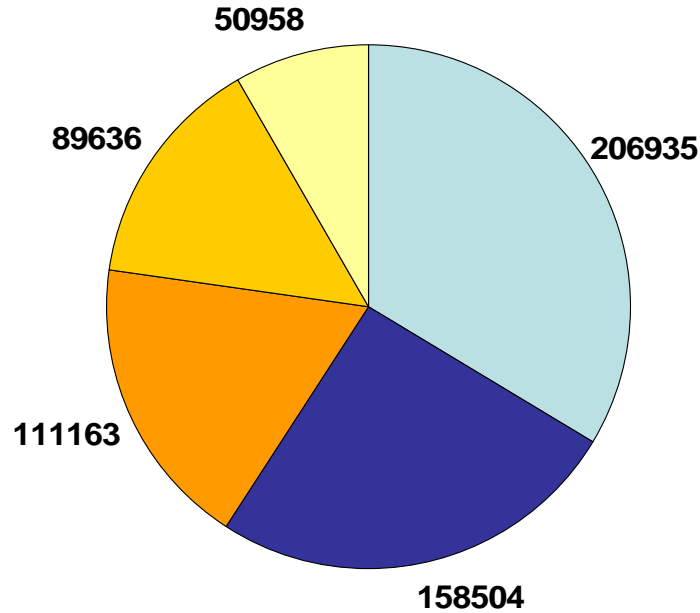


Non Supervisor/Supervisor		% Compared To Total Appropriated Fund Population
	Total	
Non Supervisor	617196	86.5%
Supervisor	96348	13.5%
Total	713544	100.0%

Non Supervisor/Supervisor by Components (Appropriated Fund)



Non Supervisor by Components

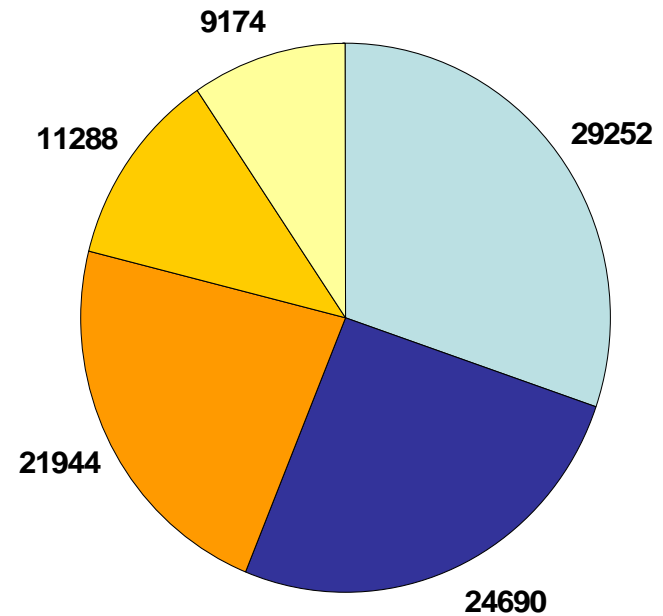


Army Navy Air Force DoD Agencies National Guard

Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	206935	34%	29%
Navy	158504	26%	22%
Air Force	111163	18%	16%
DoD Agencies	89636	15%	13%
National Guard	50958	8%	7%
Total	617196	100%	86%

Total Appropriated Fund Population 713,544

Supervisor by Components

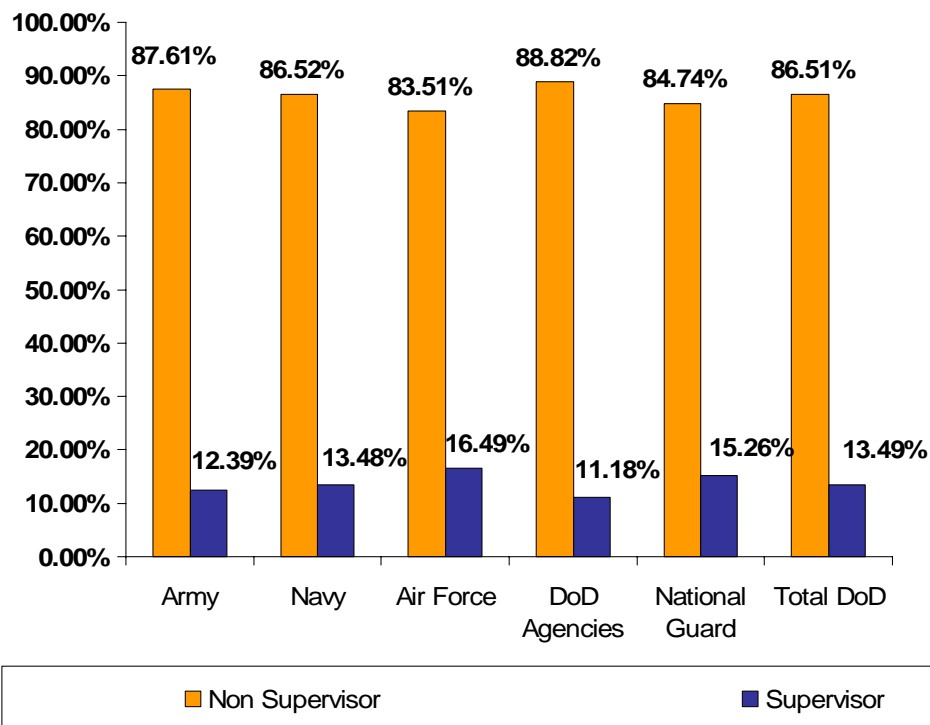


Army Navy Air Force DoD Agencies National Guard

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	29252	30%	4%
Navy	24690	26%	3%
Air Force	21944	23%	3%
DoD Agencies	11288	12%	2%
National Guard	9174	10%	1%
Total	96348	100%	14%

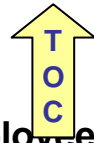
Total Appropriated Fund Population 713,544

Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

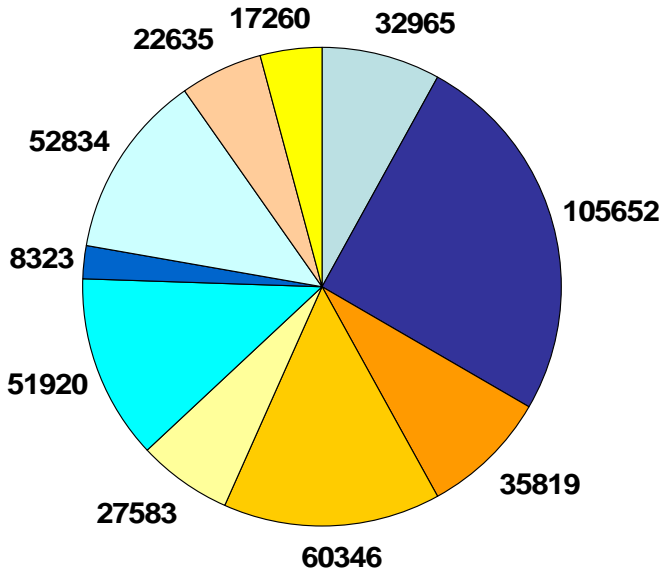


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	206935	29252	236187	87.61%	12.39%
Navy	158504	24690	183194	86.52%	13.48%
Air Force	111163	21944	133107	83.51%	16.49%
DoD Agencies	89636	11288	100924	88.82%	11.18%
National Guard	50958	9174	60132	84.74%	15.26%
Total	617196	96348	713544	86.50%	13.50%

Bargaining vs Non Bargaining (Appropriated Fund)

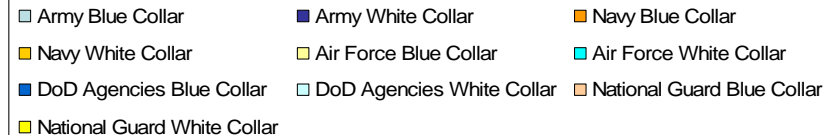
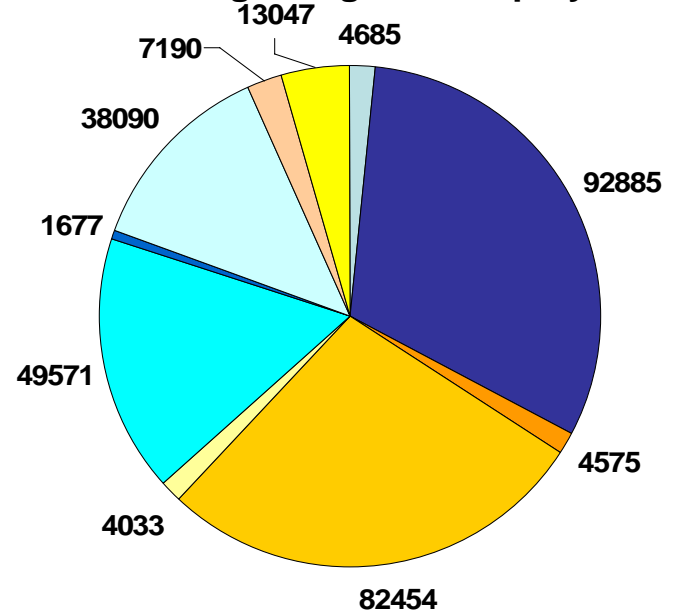


Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	32965	7.9%	4.6%
Army White Collar	105652	25.4%	14.8%
Navy Blue Collar	35819	8.6%	5.0%
Navy White Collar	60346	14.5%	8.5%
Air Force Blue Collar	27583	6.6%	3.9%
Air Force White Collar	51920	12.5%	7.3%
DoD Agencies Blue Collar	8323	2.0%	1.2%
DoD Agencies White Collar	52834	12.7%	7.4%
National Guard Blue Collar	22635	5.4%	3.2%
National Guard White Collar	17260	4.2%	2.4%
Total	415337	100.0%	58.2%

Non Bargaining Unit Employees



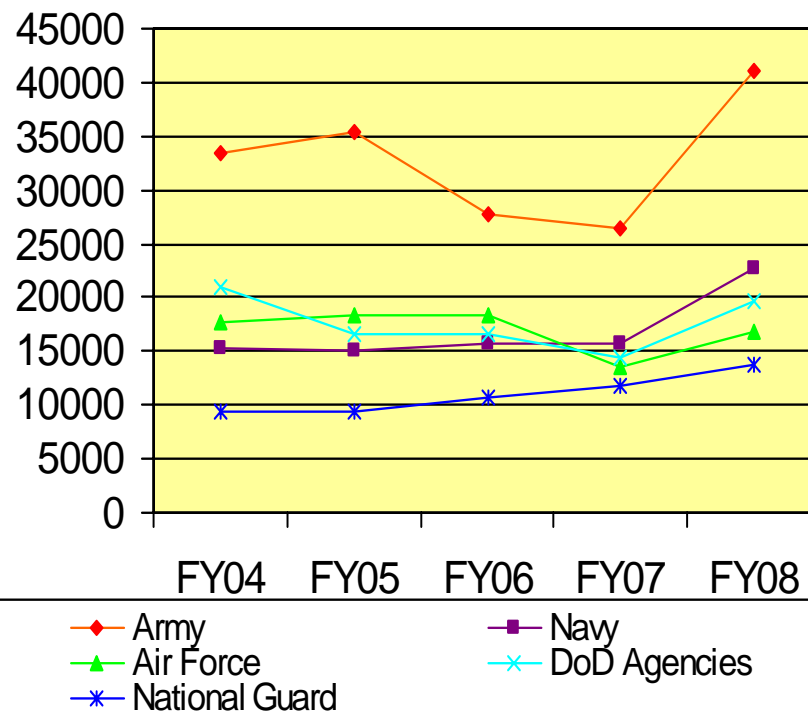
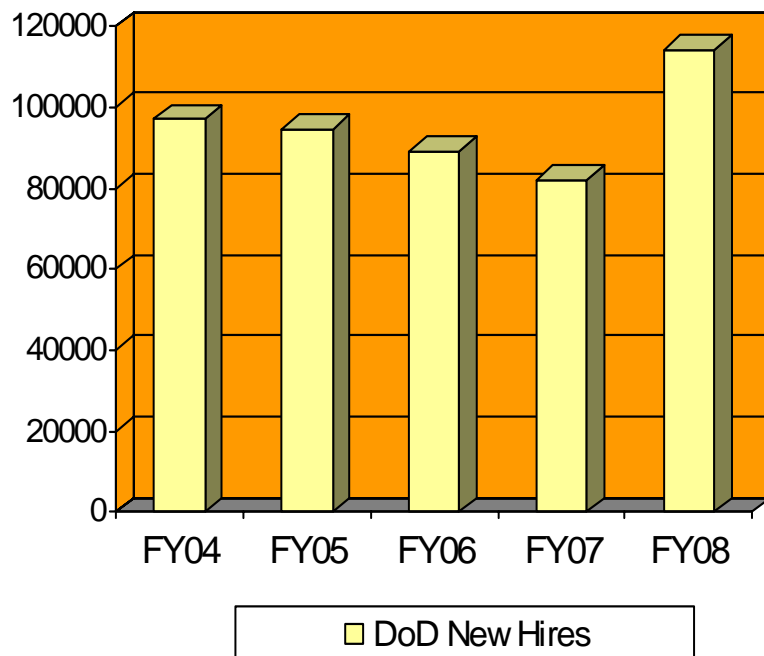
Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4685	1.6%	0.7%
Army White Collar	92885	31.1%	13.0%
Navy Blue Collar	4575	1.5%	0.6%
Navy White Collar	82454	27.6%	11.6%
Air Force Blue Collar	4033	1.4%	0.6%
Air Force White Collar	49571	16.6%	6.9%
DoD Agencies Blue Collar	1677	0.6%	0.2%
DoD Agencies White Collar	38090	12.8%	5.3%
National Guard Blue Collar	7190	2.4%	1.0%
National Guard White Collar	13047	4.4%	1.8%
Total	298207	100.0%	41.8%

Total Appropriated Fund Population 713,544

Total Appropriated Fund Population 713,544

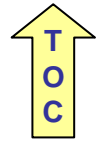
DCPDS data as of Feb 28, 2009

New Hires (Appropriated Fund)

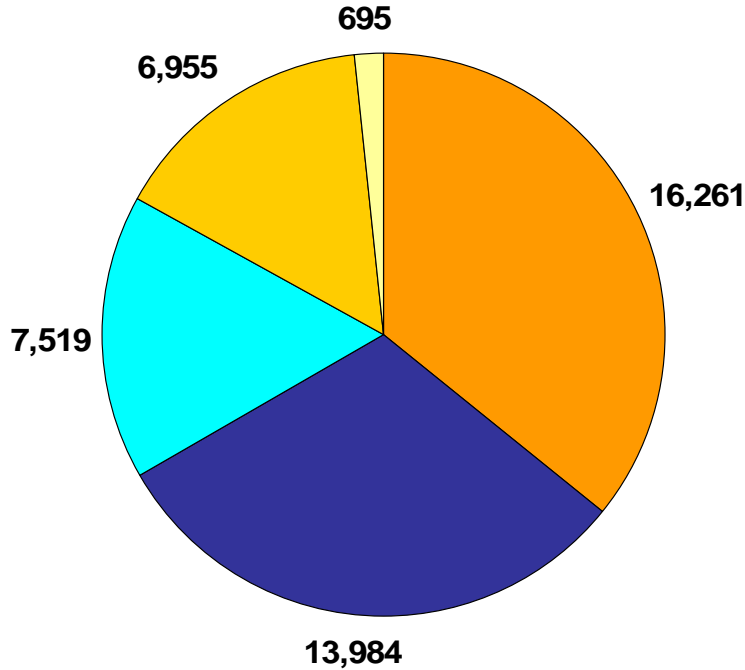


DoD New Hires	FY04	FY05	FY06	FY07	FY08	Total	% Compared To Total DoD New Hires
Army	33434	35385	27684	26509	41147	164159	34%
Navy	15325	15052	15833	15745	22738	84693	18%
Air Force	17761	18281	18307	13454	16925	84728	18%
DoD Agencies	20942	16603	16668	14424	19567	88204	18%
National Guard	9489	9296	10603	11873	13784	55045	12%
Total New DoD Hires	96951	94617	89095	82005	114161	476829	100%

CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)

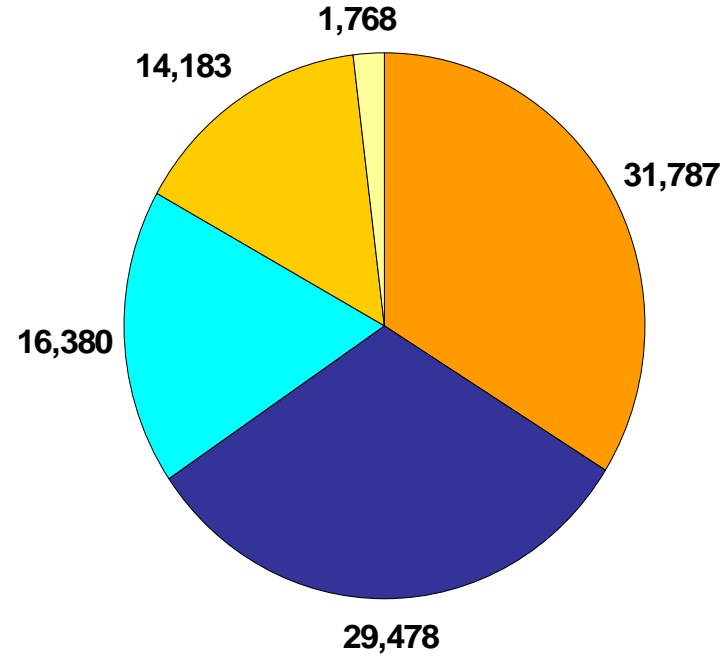


CSRS 2009



Army Navy Air Force DoD Agencies National Guard

CSRS 2014



Army Navy Air Force DoD Agencies National Guard

CSRS Retirement Eligibility as of Feb 2009

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	39,333	16,261	41%	2%
Navy	183,194	38,147	13,984	37%	2%
Air Force	133,107	21,504	7,519	35%	1%
DoD Agencies	100,924	18,031	6,955	39%	1%
National Guard	60,132	2,394	695	29%	0%
Grand Total	713,544	119,409	45,414	38%	6%

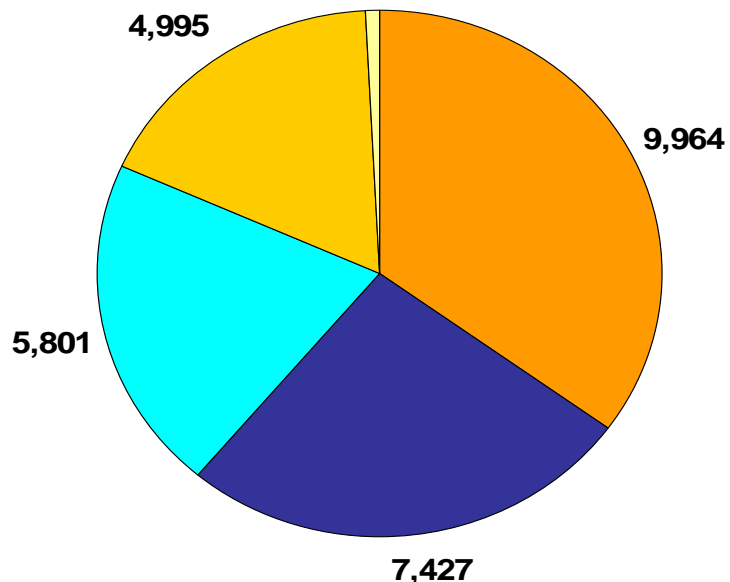
CSRS Retirement Eligibility as of Feb 2014

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	39,333	31,787	81%	4%
Navy	183,194	38,147	29,478	77%	4%
Air Force	133,107	21,504	16,380	76%	2%
DoD Agencies	100,924	18,031	14,183	79%	2%
National Guard	60,132	2,394	1,768	74%	0%
Grand Total	713,544	119,409	93,596	78%	13%

FERS Retirement Eligibility Optional Retirement (Appropriated Fund)

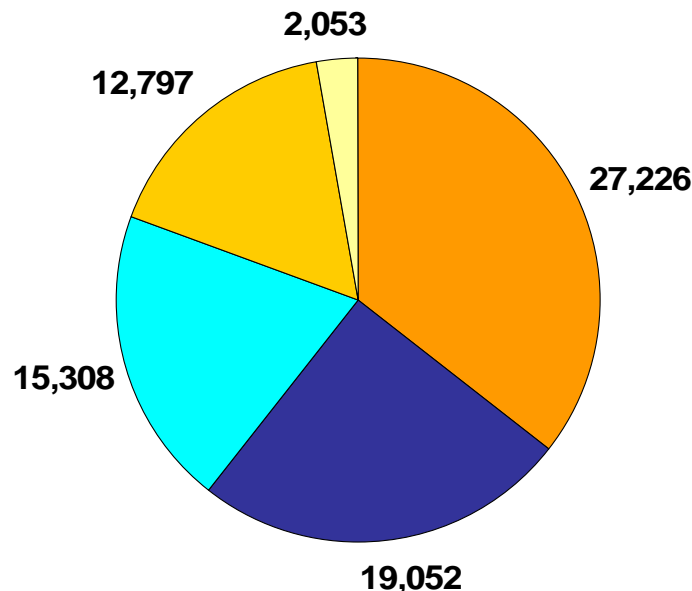


FERS 2009
251



Army Navy Air Force DoD Agencies National Guard

FERS 2014



Army Navy Air Force DoD Agencies National Guard

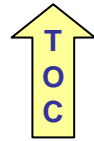
FERS Retirement Eligibility as of Feb 2009

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	189,470	9,964	5%	1%
Navy	183,194	142,755	7,427	5%	1%
Air Force	133,107	108,275	5,801	5%	1%
DoD Agencies	100,924	74,985	4,995	7%	1%
National Guard	60,132	51,826	251	0%	0%
Grand Total	713,544	567,311	28,438	5%	4%

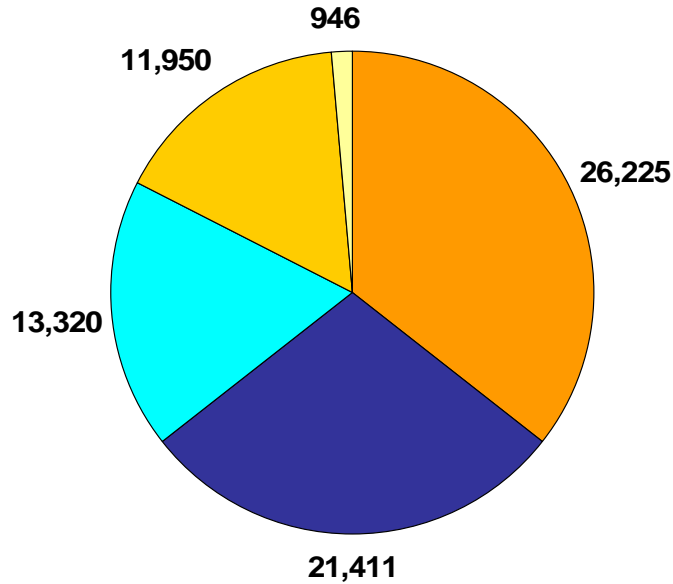
FERS Retirement Eligibility as of Feb 2014

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	189,470	27,226	14%	4%
Navy	183,194	142,755	19,052	13%	3%
Air Force	133,107	108,275	15,308	14%	2%
DoD Agencies	100,924	74,985	12,797	17%	2%
National Guard	60,132	51,826	2,053	4%	0%
Grand Total	713,544	567,311	76,436	13%	11%

CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



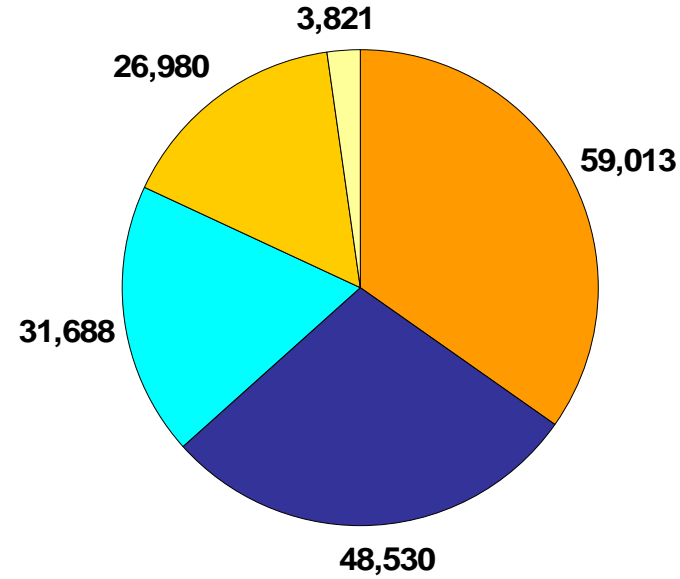
CSRS & FERS 2009



Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Feb 2009					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	228,803	26,225	11%	4%
Navy	183,194	180,902	21,411	12%	3%
Air Force	133,107	129,779	13,320	10%	2%
DoD Agencies	100,924	93,016	11,950	13%	2%
National Guard	60,132	54,220	946	2%	0%
Grand Total	713,544	686,720	73,852	11%	10%

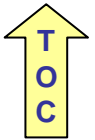
CSRS & FERS 2014



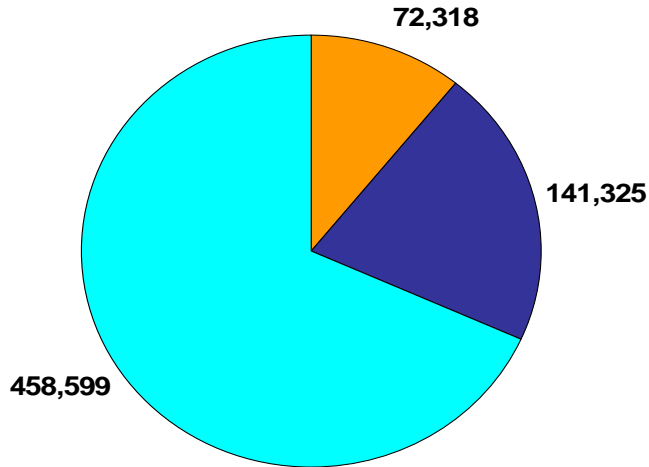
Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Feb 2014					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	236,187	228,803	59,013	26%	8%
Navy	183,194	180,902	48,530	27%	7%
Air Force	133,107	129,779	31,688	24%	4%
DoD Agencies	100,924	93,016	26,980	29%	4%
National Guard	60,132	54,220	3,821	7%	1%
Grand Total	713,544	686,720	170,032	25%	24%

CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)

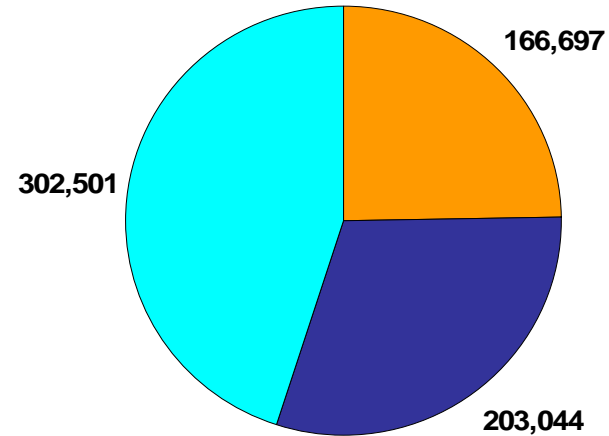


Current Retirement Eligibility



■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

2014 Retirement Eligibility



■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

CSRS & FERS Retirement Eligibility as of Feb 2009

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
672,242	72,318	11%	141,325	21%	213,643	32%	458,599

CSRS & FERS Retirement Eligibility as of Feb 2014

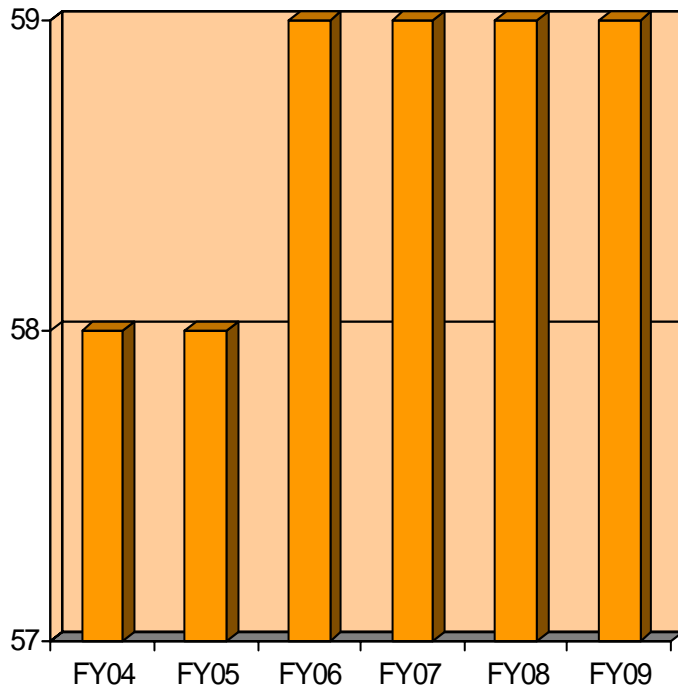
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
672,242	166,697	25%	203,044	30%	369,741	55%	302,501

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.
DCPDS data as of Feb 28, 2009

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

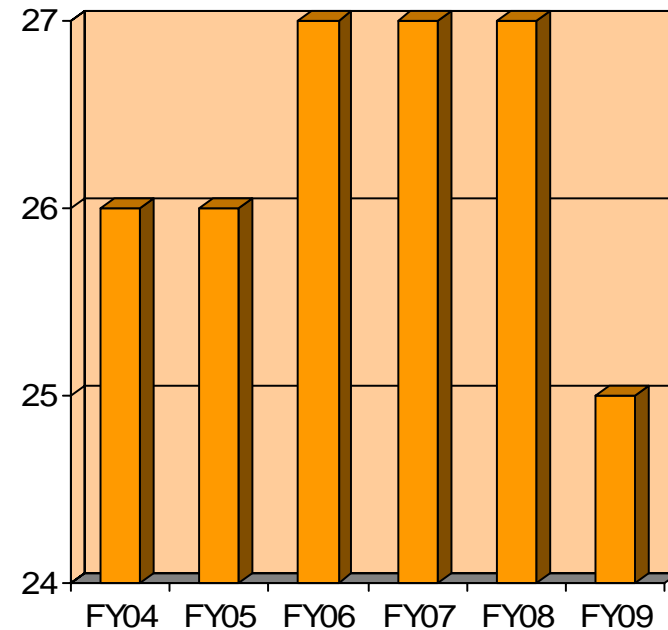
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY04	58
FY05	58
FY06	59
FY07	59
FY08	59
FY09	59

Average Years of Service at Retirement

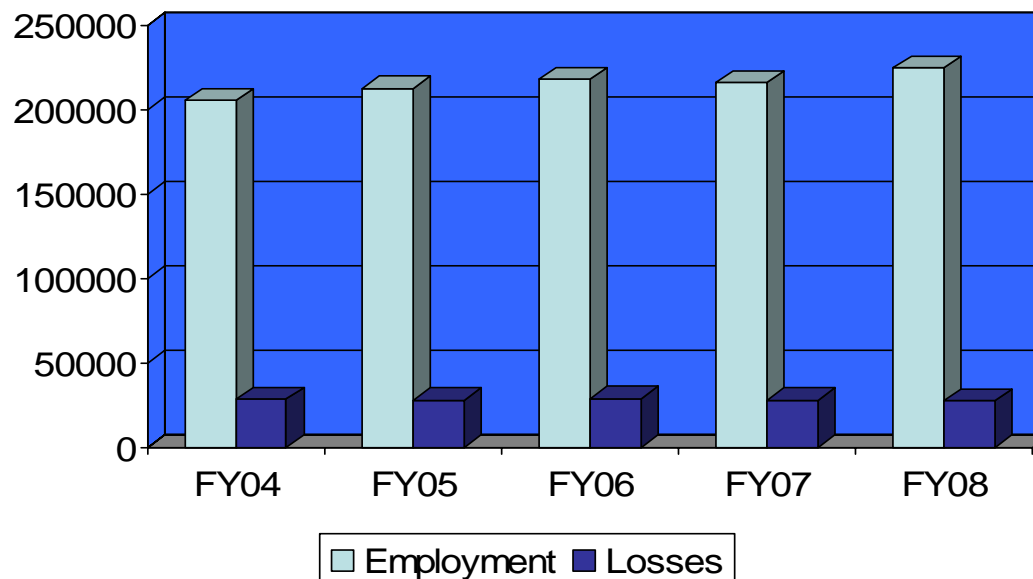


■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY04	26
FY05	26
FY06	27
FY07	27
FY08	27
FY09	27

Army Turnover Rate* (Appropriated Fund)

Army Turnover – All Separations



Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	205319	28609	14%
FY05	212144	28066	13%
FY06	217825	29120	13%
FY07	215787	27728	13%
FY08	224301	27429	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



Navy Turnover – All Separations



Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	180644	18225	10%
FY05	176332	16931	10%
FY06	175280	16752	10%
FY07	175028	16749	10%
FY08	177550	15014	8%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)

Air Force Turnover – All Separations



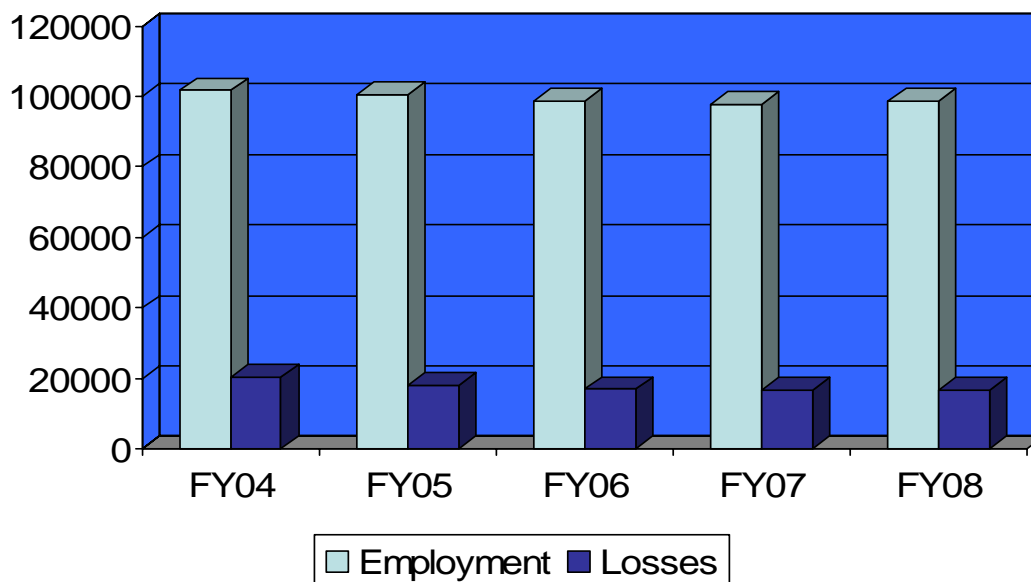
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	134952	18044	13%
FY05	136111	17578	13%
FY06	137751	18024	13%
FY07	136506	17641	13%
FY08	132933	18411	14%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



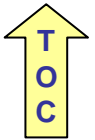
DoD Agencies Turnover – All Separations



DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	101752	20351	20%
FY05	100420	18023	18%
FY06	98600	16839	17%
FY07	97912	16632	17%
FY08	98623	16688	17%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



National Guard Turnover – All Separations

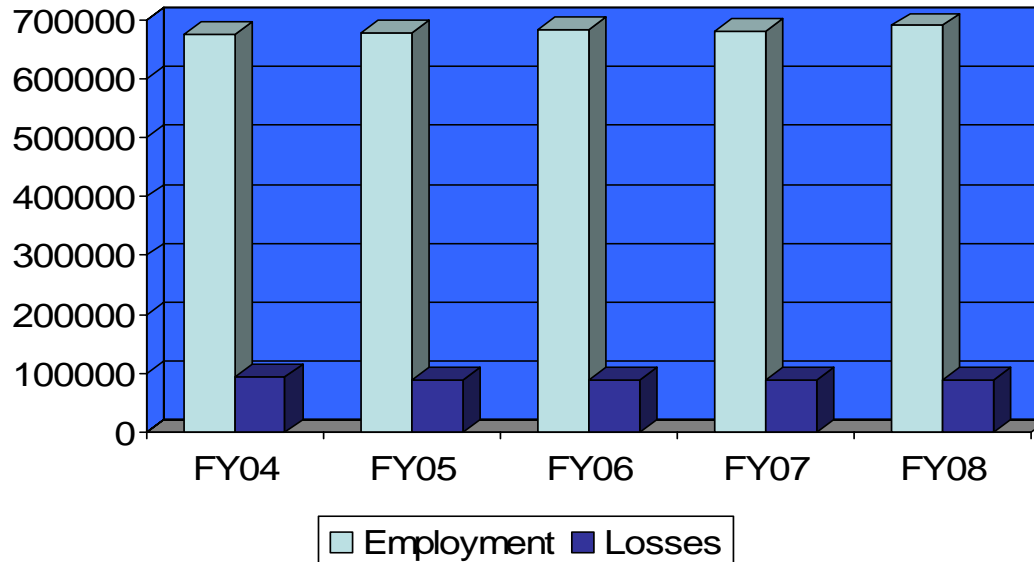


National Guard Turnover Rate			
	Employment Nt. Guard Technicians	All Nt. Guard Technicians Losses	% of Nt. Guard Technicians Losses compared to Employment
FY04	53029	8802	17%
FY05	53668	9125	17%
FY06	53575	9100	17%
FY07	55442	10317	19%
FY08	57098	11337	20%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)

All DoD Turnover – All Separations



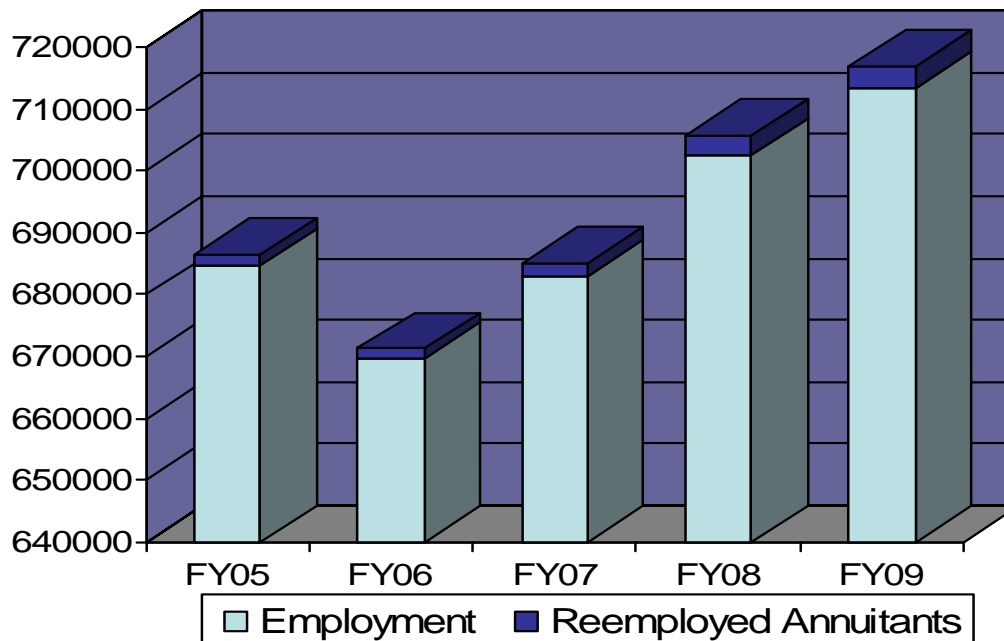
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	675695	94031	14%
FY05	678675	89723	13%
FY06	683031	89835	13%
FY07	680675	89067	13%
FY08	690505	88879	13%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



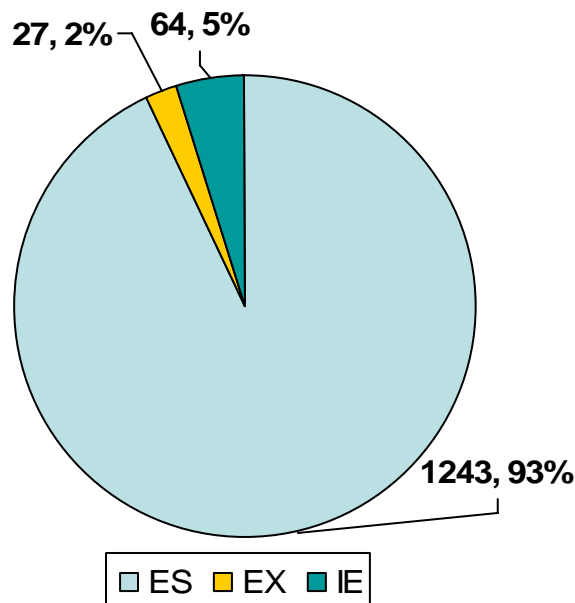
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY05			FY06			FY07			FY08			FY09		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	232740	1889	0.81%	236187	2093	0.89%
Navy	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	182644	373	0.20%	183194	389	0.21%
Air Force	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133413	240	0.18%	133107	233	0.18%
Natl Guard	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	58685	107	0.18%	60132	126	0.21%
DoD Agencies	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	99201	356	0.36%	100924	411	0.41%
All DoD	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	706683	2965	0.42%	713544	3252	0.46%

*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive

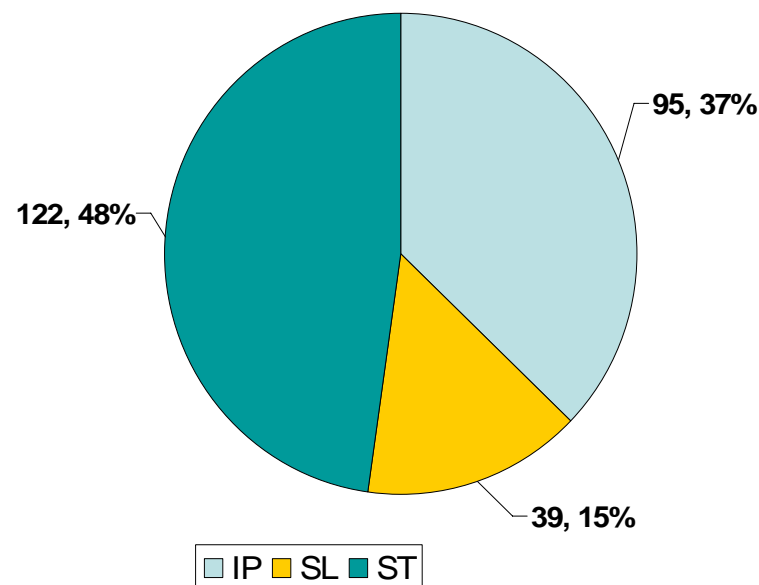


Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1243	93.18%	0.1742%
Total EX	27	2.02%	0.0038%
Total IE	64	4.80%	0.0090%
Total	1334	100.00%	*0.1870%

Total Appropriated Fund Population 713,544

* Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/ Senior Level Positions/Scientific and Professional

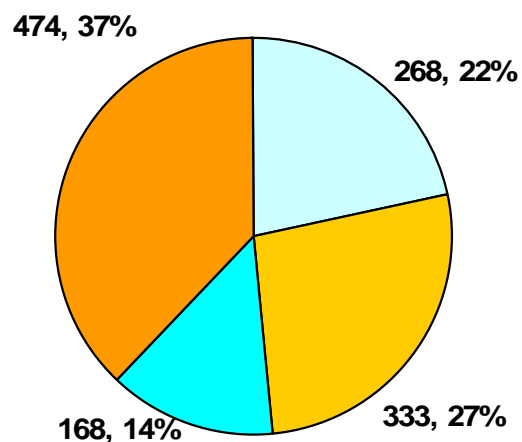


Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	95	37.11%	0.0133%
Total SL	39	15.23%	0.0055%
Total ST	122	47.66%	0.0171%
Total	256	100.00%	*0.0359%

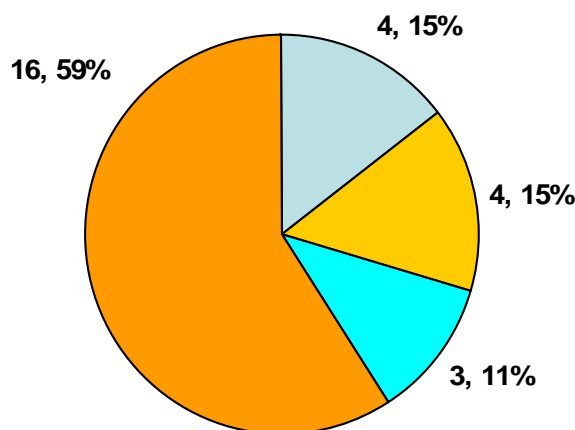
Total Appropriated Fund Population 713,544

DoD Executives by Component (Appropriated Fund)

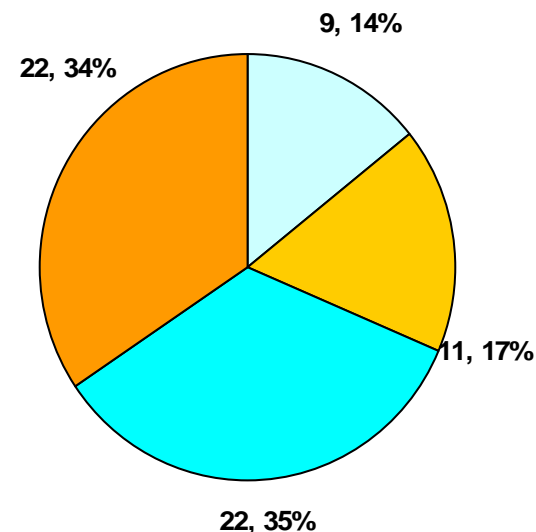
Senior Executive Service



Executive Pay



Intelligence Executive



□ Army □ Navy □ Air Force □ DoD Agencies

Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	268	21.56%	0.0376%
Navy	333	26.79%	0.0467%
Air Force	168	13.52%	0.0235%
DoD Agencies	474	38.13%	0.0664%
Total	1243	100.00%	*0.1742%

□ Army □ Navy □ Air Force □ DoD Agencies

Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	4	14.81%	0.0006%
Navy	4	14.81%	0.0006%
Air Force	3	11.11%	0.0004%
DoD Agencies	16	59.26%	0.0022%
Total	27	100.00%	*0.0038%

□ Army □ Navy □ Air Force □ DoD Agencies

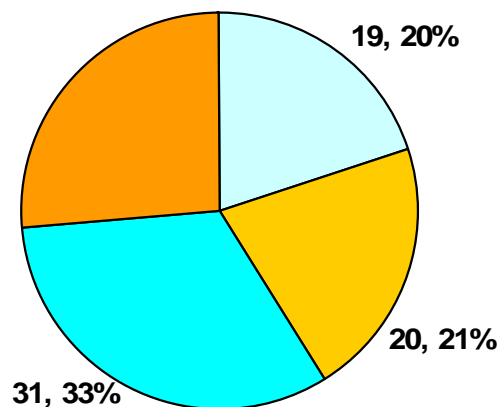
Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	9	14.06%	0.0013%
Navy	11	17.19%	0.0015%
Air Force	22	34.38%	0.0031%
DoD Agencies	22	34.38%	0.0031%
Total	64	100.00%	*0.0090%

Total Appropriated Fund Population 713,544

*Percentage shown in these reports may not add to totals due to rounding

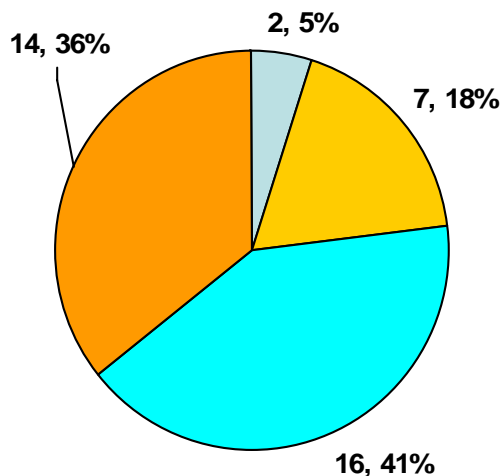
Senior Level by Component (Appropriated Fund)

Intelligence Professional
25, 26%



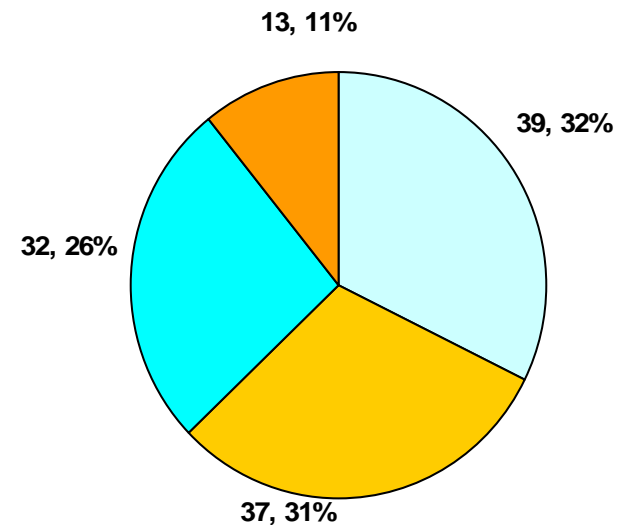
□ Army □ Navy □ Air Force □ DoD Agencies

Senior Level Positions



□ Army □ Navy □ Air Force □ DoD Agencies

Scientific and Professional



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Intelligence Professional			
Army	19	20.00%	0.0027%
Navy	20	21.05%	0.0028%
Air Force	31	32.63%	0.0043%
DoD Agencies	25	26.32%	0.0035%
Total	95	100.00%	*0.0133%

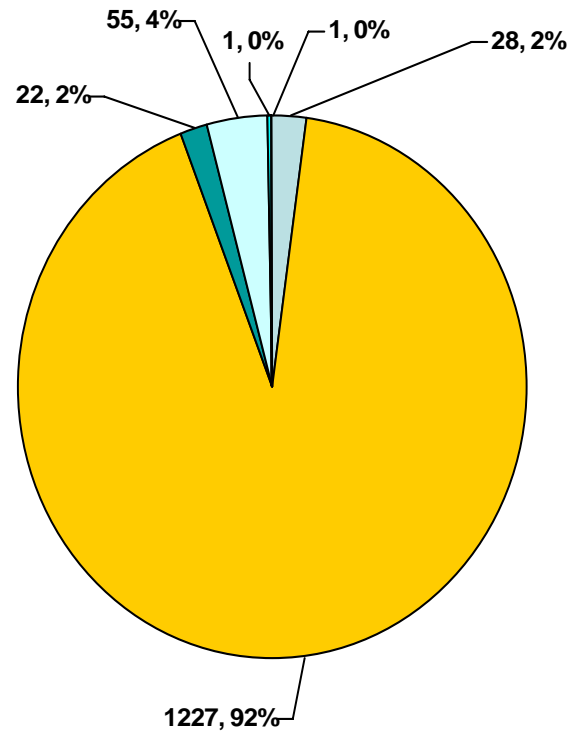
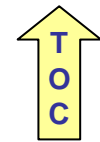
	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Senior Level Positions			
Army	2	5.13%	0.0003%
Navy	7	17.95%	0.0010%
Air Force	16	41.03%	0.0022%
DoD Agencies	14	35.90%	0.0020%
Total	39	100.00%	*0.0055%

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Scientific and Professional			
Army	39	32.23%	0.0055%
Navy	37	30.58%	0.0052%
Air Force	32	26.45%	0.0045%
DoD Agencies	13	10.74%	0.0018%
Total	121	100.00%	*0.0170%

Total Appropriated Fund Population 713,544

*Percentage shown in these reports may not add to totals due to rounding

DoD Executives by Appointment Type (Appropriated Fund)



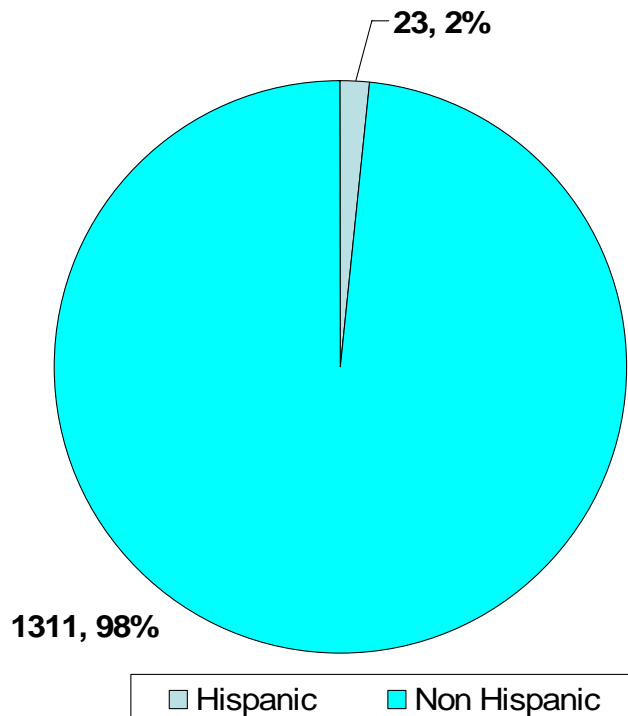
■ Excepted Indefinite ■ SES Career ■ SES Limited Term
 ■ SES Non Career ■ SES Excepted Permanent ■ Blank

DoD Executives by Appointment Type			
	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Excepted Indefinite	28	2.10%	0.0039%
SES Career	1227	91.98%	0.1720%
SES Limited Term	22	1.65%	0.0031%
SES Non Career	55	4.12%	0.0077%
SES Excepted Permanent	1	0.07%	0.0001%
Blank	1	0.07%	0.0001%
Total	1334	100.00%	*0.1870%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

DoD Executives Demographics (Appropriated Fund)



Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	23	1.72%	0.0032%
Not Hispanic	1311	98.28%	0.1837%
Total	1334	100.00%	*0.1870%

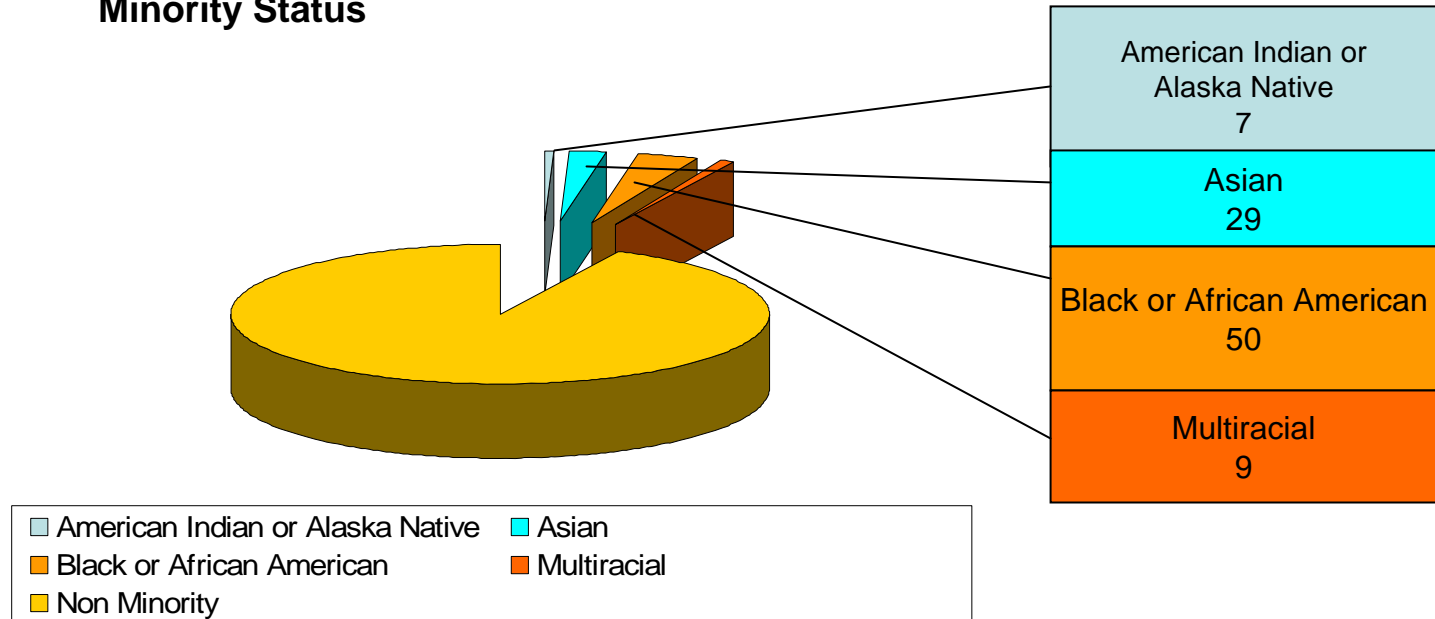
* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 713,544

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



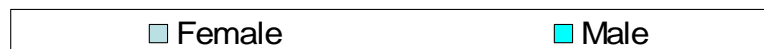
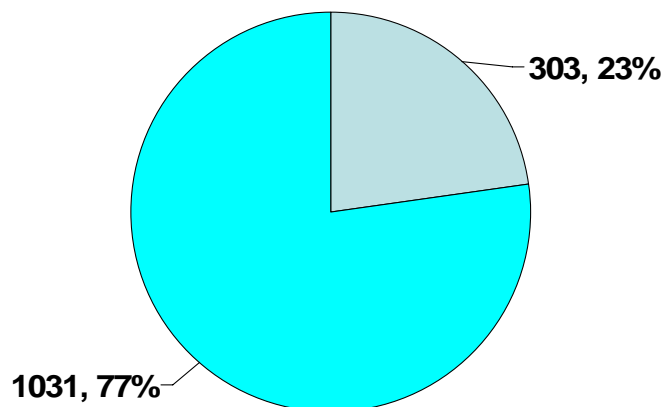
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	7	0.52%	0.0010%
Asian	29	2.17%	0.0041%
Black or African American	50	3.75%	0.0070%
White	1219	91.38%	0.1708%
Multiracial	9	0.67%	0.0013%
Race Unspecified	18	1.35%	0.0025%
Identity Pending	2	0.15%	0.0003%
Total	1334	100.00%	*0.1870%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 713,544

DoD Executives Demographics (Appropriated Fund)



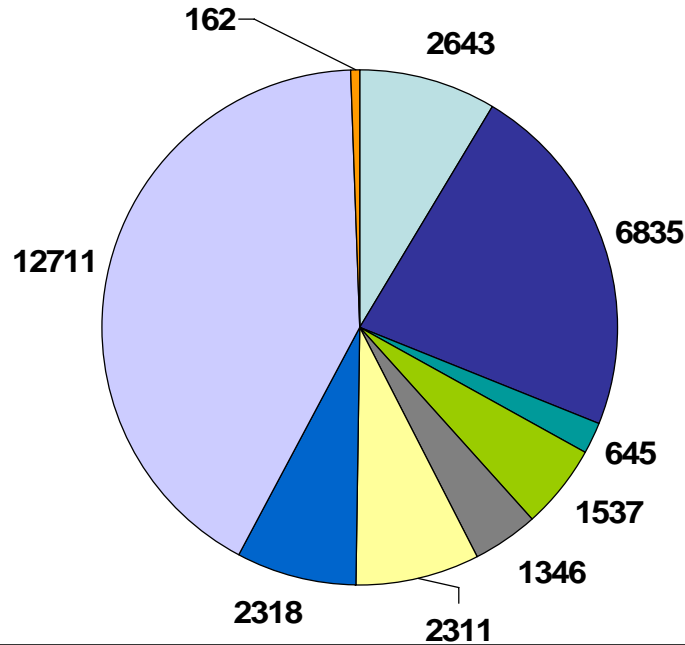
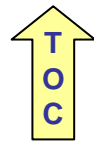
Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	303	22.71%	0.0425%
Male	1031	77.29%	0.1445%
Total	1334	100.00%	*0.1870%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 713,544

Lab/Demonstration Projects (Appropriated Fund)

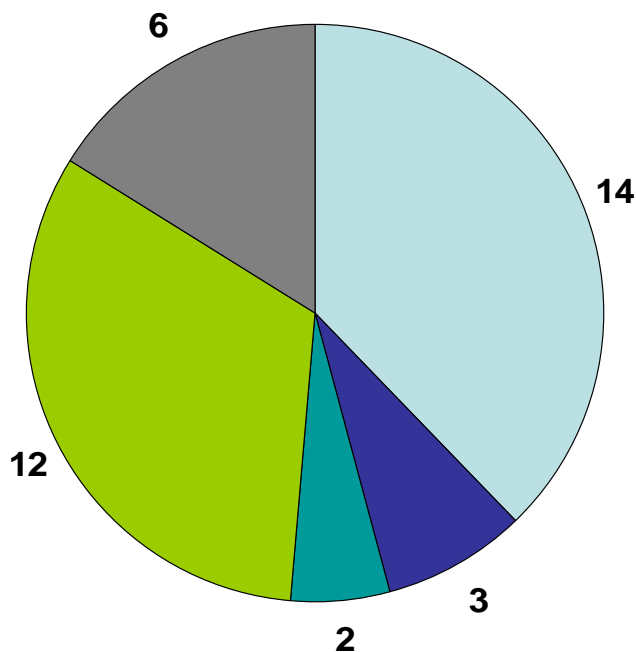


- | | |
|-------------------------------------|-------------------------------------|
| Air Force Research Lab | Army Aviation Research, Dev&Eng Ctr |
| Army Comm-Electronics Comm Research | Army Engineer Research & Dev Ctr |
| Army Medical Research and Mat Cmd | DoD Acquisition Demo |
| Naval Research Lab | Navy Warfare Center |
| Space and Naval Warfare Sys Command | |

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2643	8.66%	0.37%
Army Aviation Research, Dev&Eng Ctr	6835	22.40%	0.96%
Army Comm-Electronics Comm Research	645	2.11%	0.09%
Army Engineer Research & Dev Ctr	1537	5.04%	0.22%
Army Medical Research and Mat Cmd	1346	4.41%	0.19%
DoD Acquisition Demo	2311	7.58%	0.32%
Naval Research Lab	2318	7.60%	0.32%
Navy Warfare Center	12711	41.66%	1.78%
Space and Naval Warfare Sys Command	162	0.53%	0.02%
Total	30508	100.00%	4.28%

Total Appropriated Fund Population 713,544

Lab/Demonstration Projects (Appropriated Fund)

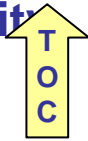


■ Army Aviation Research, Dev&Eng Ctr
 ■ Army Engineer Research & Dev Ctr
■ Army Medical Research and Mat Cmd
 ■ Naval Research Lab
■ Navy Warfare Center

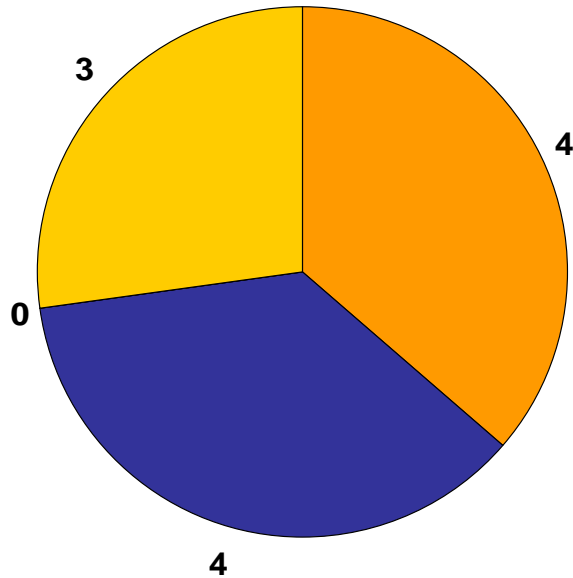
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	14	50.00%	0.0020%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	3	33.33%	0.0004%
Army Medical Research and Mat Cmd	2	7.14%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	12	42.86%	0.0017%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	6	66.67%	0.0008%
Total	28	100.00%	0.0039%	9	100.00%	0.0013%

Total Appropriated Fund Population 713,544

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees

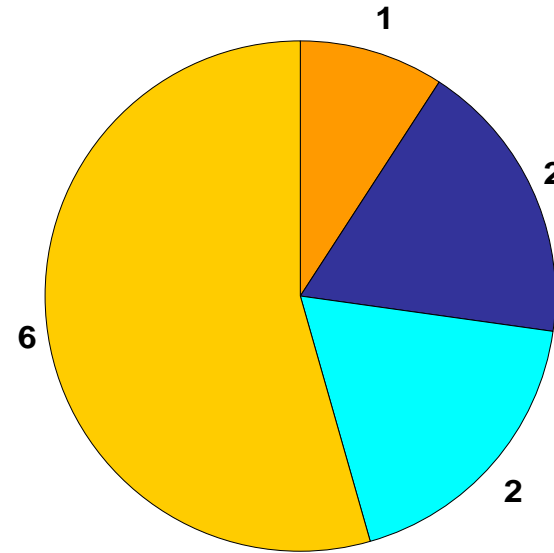


Army Navy Air Force DoD Agencies

Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	4	36.36%	0.001%
Navy	4	36.36%	0.001%
Air Force	0	0.00%	0.000%
DoD Agencies	3	27.27%	0.000%
Total	11	100.00%	0.002%

Total Appropriated Fund Population 713,544

Hires No Longer on Rolls



Army Navy Air Force DoD Agencies

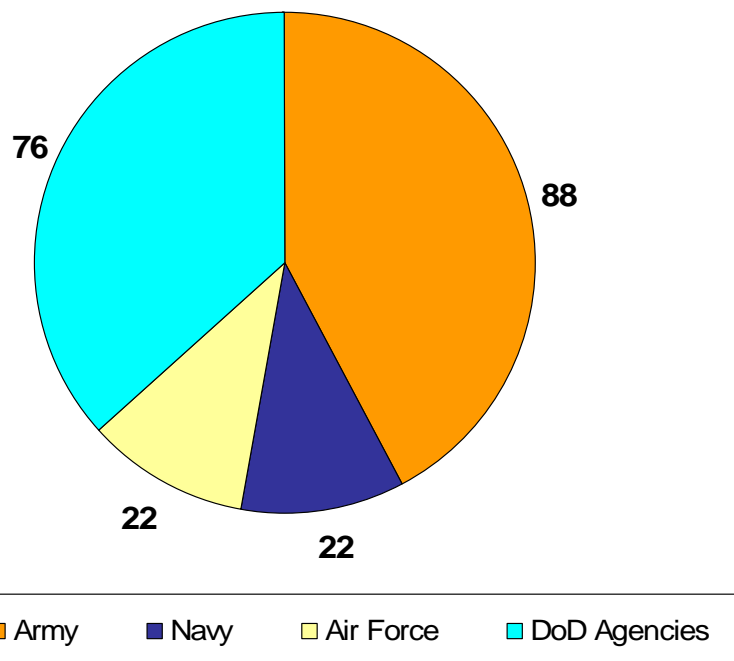
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	1	9.09%	0.000%
Navy	2	18.18%	0.000%
Air Force	2	18.18%	0.000%
DoD Agencies	6	54.55%	0.001%
Total	11	100.00%	0.002%

Total Appropriated Fund Population 713,544

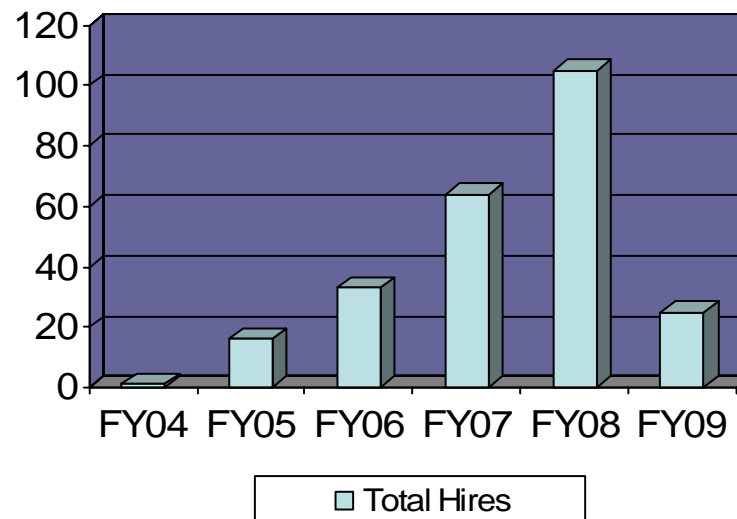
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	88	42.31%	0.012%
Navy	22	10.58%	0.003%
Air Force	22	10.58%	0.003%
DoD Agencies	76	36.54%	0.011%
Total	208	100.00%	*0.029%

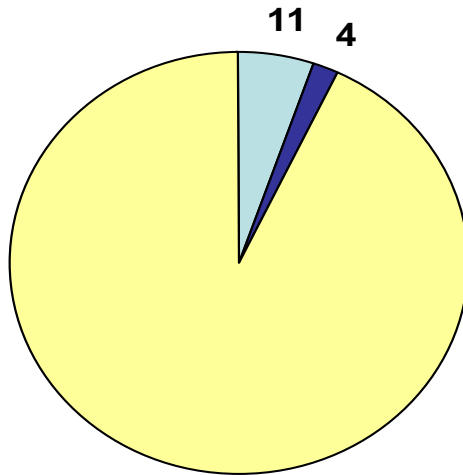
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total HQE Hires by FY	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.41%	0.000%
FY05	16	6.56%	0.002%
FY06	33	13.52%	0.005%
FY07	64	26.23%	0.009%
FY08	105	43.03%	0.015%
FY09	25	10.25%	0.004%
Total	244	100.00%	*0.034%

Total Appropriated Fund Population 713,544

*Percentage shown in this report may not add to totals due to rounding

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)

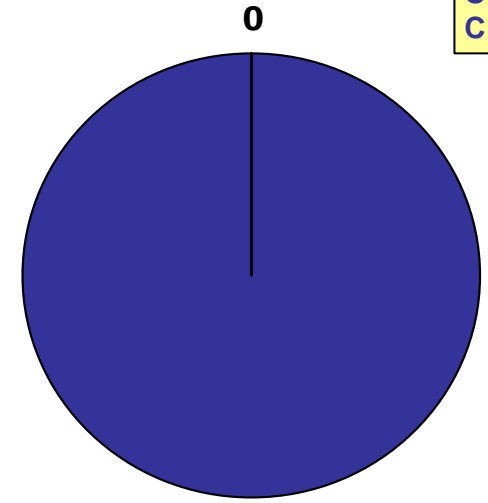


193

■ Asian ■ Black or African American ■ White

Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	11	5.29%	0.002%
Black or African American	4	1.92%	0.001%
White	193	92.79%	0.027%
Total	208	100.00%	*0.029%

Total Appropriated Fund Population 713,544



208

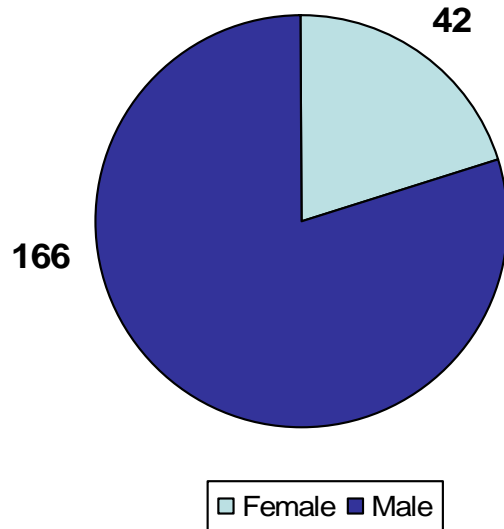
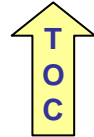
■ Hispanic ■ Not Hispanic

Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	208	100.00%	0.029%
Total	208	100.00%	*0.029%

Total Appropriated Fund Population 713,544

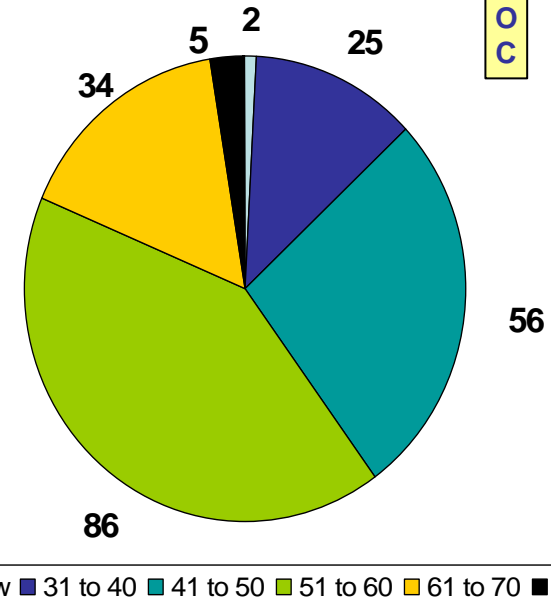
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	42	20.19%	0.006%
Male	166	79.81%	0.023%
Total	208	100.00%	*0.029%

Total Appropriated Fund Population 713,544

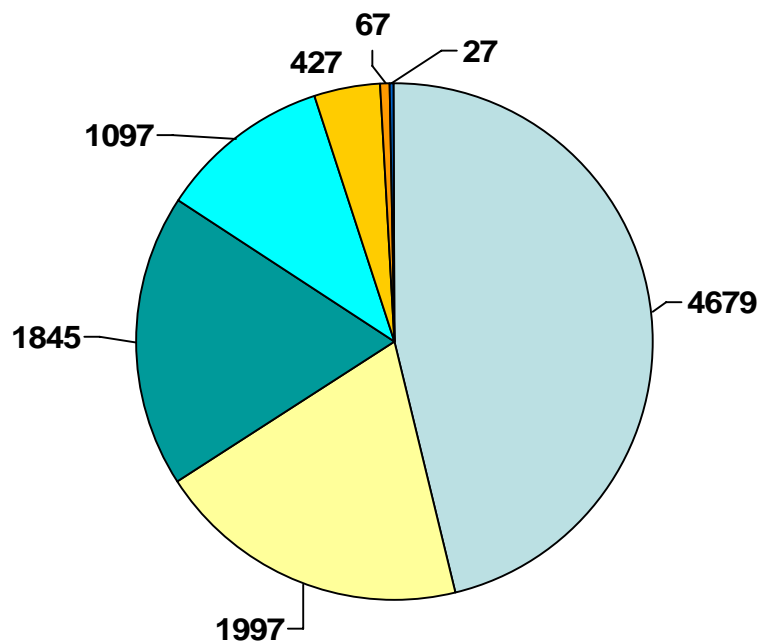


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 and below	2	0.96%	0.000%
31 to 40	25	12.02%	0.004%
41 to 50	56	26.92%	0.008%
51 to 60	86	41.35%	0.012%
61 to 70	34	16.35%	0.005%
Over 70	5	2.40%	0.001%
Total	208	100.00%	*0.029%

Total Appropriated Fund Population 713,544

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)



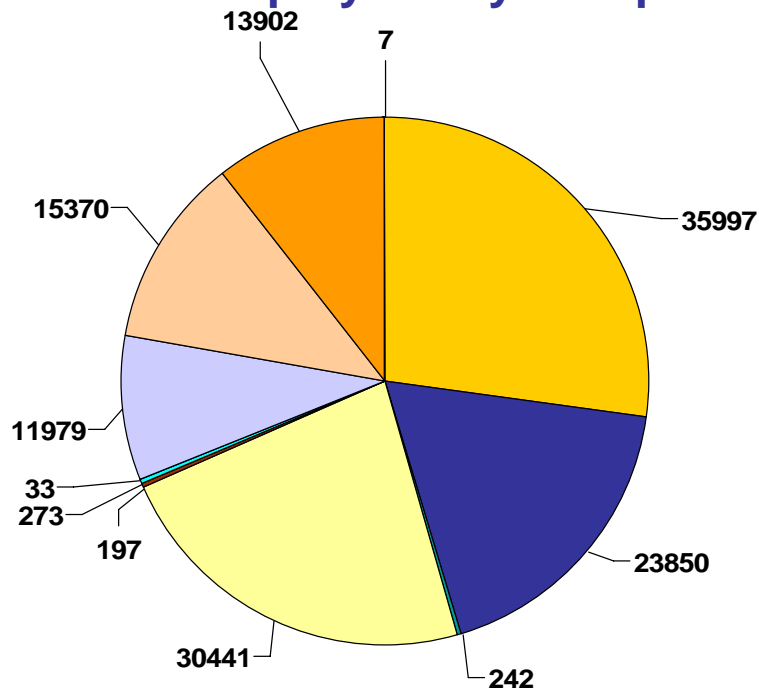
■ AD 00-04
 ■ AD 05-09
 ■ AD 10-14
 ■ AD 15-19
 ■ AD 20-24
 ■ AD 25-28
 ■ AD 30

Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4679	46.15%	0.66%
AD 05-09	1997	19.70%	0.28%
AD 10-14	1845	18.20%	0.26%
AD 15-19	1097	10.82%	0.15%
AD 20-24	427	4.21%	0.06%
AD 25-28	67	0.66%	0.01%
AD 30	27	0.27%	0.00%
Total	10139	100.00%	1.42%

Total Appropriated Fund Population 713,544

NON APPROPRIATED FUND

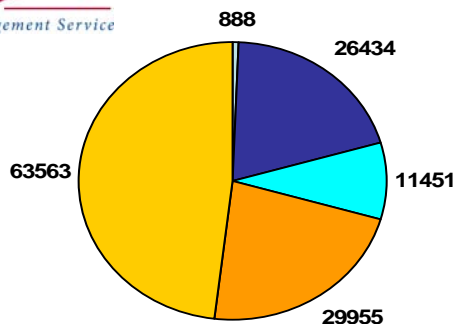
Non Appropriated Fund Employees by Component



AAFES	Air Force	Armed Forces Information Services
Army	DFAS	DLA
DHRA	Marine Corps	Navy
Navy Exchange	OSD	

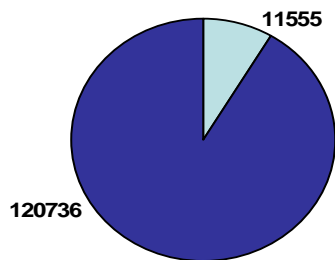
Non Appropriated Fund Employees		
Total = 132291		
AAFES	35997	27%
Air Force	23850	18%
Armed Forces Information Services	242	0%
Army	30441	23%
DFAS	197	0%
DLA	273	0%
DHRA	33	0%
Marine Corps	11979	9%
Navy	15370	12%
Navy Exchange	13902	11%
OSD	7	0%
Total	132291	100%

General Workforce Demographics (Non Appropriated Fund)



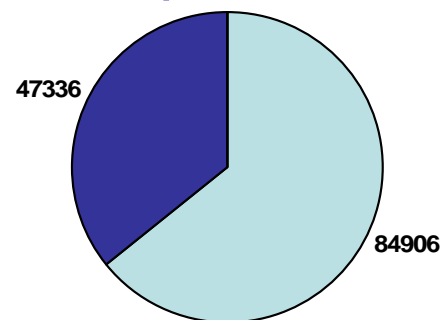
☐ Amer Indian/Alaskan Native
 ☐ Black
 ☐ Other Asian/Pacific Islander
☐ White
 ☐ Race Unspecified

Race Designation Total = 132291		
Amer Indian/Alaskan Native	888	1%
Black	26434	48%
Other Asian/Pacific Islander	11451	9%
White	29955	20%
Race Unspecified	63563	23%
Total Non Appropriated Fund Population	132291	100%



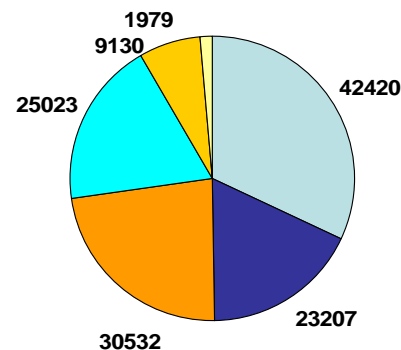
☐ Hispanic
 ☐ Not Hispanic

Ethnicity Total = 132291		
Hispanic	11555	9%
Not Hispanic	120736	91%
Total Non Appropriated Fund Population	132291	100%



☐ Female
 ☐ Male
 ☐ Unspecified

Gender Total = 132291		
Female	84906	64%
Male	47336	36%
Unspecified	49	0%
Total Non Appropriated Fund Population	132291	100%

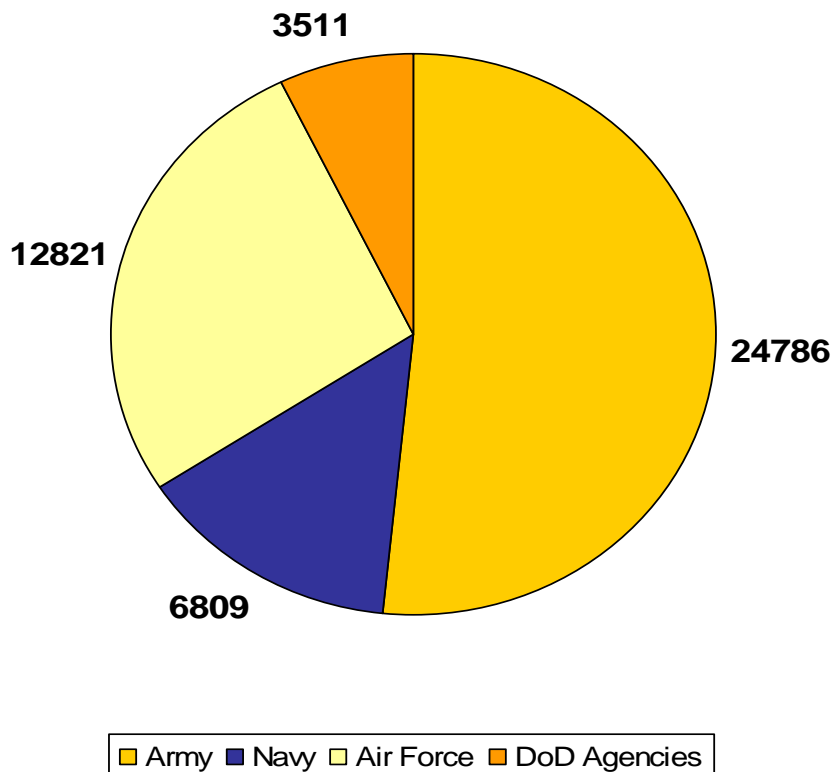


☐ 30 and below
 ☐ 31 to 40
 ☐ 41 to 50
 ☐ 51 to 60
 ☐ 61 to 70
 ☐ Over 70

Age Total = 132291		
30 and below	42420	32%
31 to 40	23207	18%
41 to 50	30532	23%
51 to 60	25023	19%
61 to 70	9130	7%
Over 70	1979	1%
Total Non Appropriated Fund Population	132291	100%

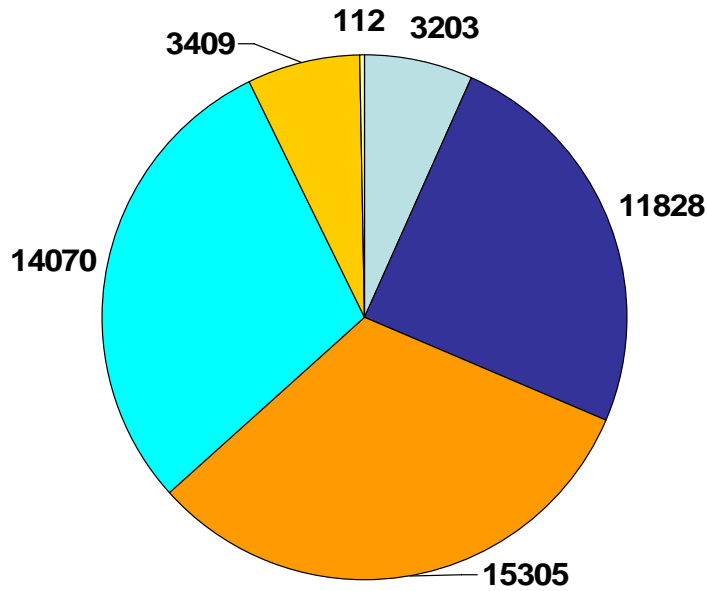
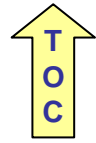
LOCAL NATIONALS

Local National Employees by Component



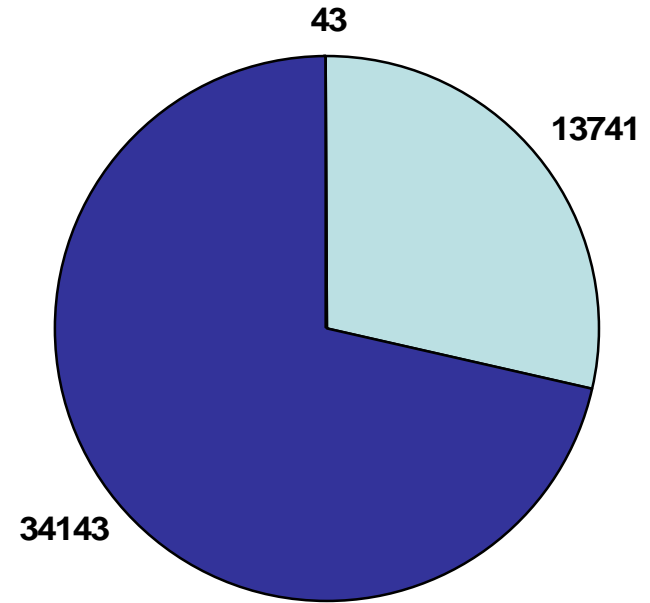
Local Nationals		
Army	24786	52%
Navy	6809	14%
Air Force	12821	27%
DoD Agencies	3511	7%
Total Local National Population	47927	100%

General Workforce Demographics (Local Nationals)



30 and below 31 to 40 41 to 49 50 to 59 60 to 69 70 and over

Age		
30 and below	3203	7%
31 to 40	11828	25%
41 to 49	15305	32%
50 to 59	14070	29%
60 to 69	3409	7%
70 and over	112	0%
Total Local National Population	47927	100%



Female Male Unspecified

Gender		
Female	13741	29%
Male	34143	71%
Unspecified	43	0%
Total Local National Population	47927	100%